

**POLICY NAME** NURSING MOTHERS

**POLICY NUMBER** 2.1.6

**CATEGORIES**

**DATE PROPOSED:** 8/10/18

**DATE OF VOTE:** 8/22/18

**ACCEPT (Y/N):** Y

The Ice Sports Center (ISC) complies with all federal and state laws and regulations concerning breast-feeding and nursing mothers and provides assistance for nursing mothers who want to express and store breast milk at the facility during business hours.

Employees who are nursing mothers may take reasonable break periods during the workday to express breast milk for their children. Such nursing mothers can take breaks each time they need to express milk beginning from the date of the nursing child's birth and for up to one year. Employees who are nursing mothers can use their meal and paid break times for lactation purposes. Break times that are used for lactation purposes beyond employer provided break times are unpaid. Employees who are nursing mothers should discuss their need for extra break periods to express breast milk or any other concerns with Human Resources.

**COMMENTS:**