

MACS NURSING MOTHERS ACCOMMODATIONS POLICY

Purpose: To accommodate employees who are breastfeeding.

Policy Statement:

MicroSociety Academy Charter School (MACS) provides a supportive environment for employees to express milk for a nursing child during school and work hours.

A nursing employee shall notify the Executive Director at least two weeks prior to needing reasonable break periods and sufficient space for the employee's use to express milk for a nursing child.

MACS will provide employees who provide the notice required above access to reasonable, sufficient space, and reasonable break time, meal time, or both, each day to allow the employee to express breast milk, in a private setting, for her nursing child for up to one year after the child's birth. Storage of expressed breast milk shall be the responsibility of the employee.

"Sufficient space" shall not be a bathroom and shall be a clean space shielded from view and free from intrusion from coworkers and the public. If the space is not solely for the use of employees expressing milk, it shall be made available when requested. The room shall have, at a minimum, an electrical outlet and a chair.

Statutory reference: RSA 275:78-83

Draft Reviewed: October 5, 2023 and January 16, 2024

Approved by Board of Trustees: _____