

BEND-LA PINE SCHOOLS

Administrative School District No. 1

Deschutes County, Oregon

ADMINISTRATIVE POLICY

Name: Mother Friendly Workplace

Section: Required Policies

Code: GBDA-AP

The district recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by breast-feeding or expressing milk in the workplace. The district will make a reasonable effort to provide a room or other location in close proximity to the employee's work area, other than a restroom, where an employee can express milk or breast-feed in private, concealed from view and without intrusion by other employees or the public. "Close proximity" means within walking distance from the employee's work area that does not appreciably shorten the rest or meal period. If a private location is not within close proximity to the employee's work area, the district may not include the time taken to travel to and from the location as part of the break period.

Employees, who are expressing milk or breast-feeding for children 18 months of age or younger, must give notice of intent to express milk or breast-feed to their supervisor. The district shall provide the employee a reasonable rest period to express milk or breast-feed each time the employee has a need to express milk or breast-feed. If feasible, the employee will take the rest period at the same time as the rest periods or meal periods provided by the district.

Designated locations, other than a public restroom or toilet stall that is in close proximity to the employee's work area have been identified and are available upon request in the main office of all district schools and facilities for milk expression or breast-feeding including:

1. Elementary Schools: Amity Creek @ Thompson School, Bear Creek, Buckingham, Elk Meadow, Ensworth, High Lakes, Highland @ Kenwood, Juniper, La Pine Elementary, Lava Ridge, North Star, Pine Ridge, Ponderosa, R.E. Jewell, Rosland, Silver Rail, Three Rivers K-8, Westside Village @ Kingston and William E. Miller.
2. Middle Schools: Cascade, High Desert, La Pine Middle, Pacific Crest, Pilot Butte, Realms Middle and Sky View.
3. High Schools: Bend High, La Pine High, Marshall, Mountain View, Realms High, Skyline and Summit.
4. Other facilities: Education Center, Distribution / Printing Center, Maintenance Department and Transportation Department in Bend and La Pine.

END OF POLICY

Legal Reference(s):[ORS 243.650](#)[ORS 653.077](#)[ORS 653.256](#)[OAR 839-020-0051](#)

Reviewed: 4.22.08, 8.19.19

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