

PELHAM SCHOOL DISTRICT POLICY
ACN – NURSING MOTHERS ACCOMMODATIONS

Category: Priority

A. Statement of Purpose

The District provides a supportive environment as to time and place for students and employees (collectively “nursing mothers”) to express milk. Subject to the terms and exceptions set forth in this policy, the District will accommodate the needs of nursing mothers by providing reasonable times and suitable spaces for nursing mothers to nurse during school and work hours for up to one year after the birth of the child. Nursing for purposes of this policy will include expression of milk by manual or mechanical means.

No nursing mother will be discriminated against for nursing or nursing-related activities as provided in this policy, and reasonable efforts will be made to assist nursing mothers in meeting their infant feeding goals while at work or school.

B. Accommodation Notice and Plans

A nursing or expectant mother should contact the building principal at least two weeks before the need for nursing accommodations arises. The District will endeavor to meet the break and space needs of each nursing mother. However, when ordinary accommodations (as discussed below) will create undue hardship to the operations of the school/workplace, the District will work with the nursing mother to determine whether other acceptable accommodations may be made. When acceptable accommodations are unattainable, the building principal will consult with the District’s Human Resources Director.

The nursing mother and principal will create a nursing accommodation plan in order to ensure proper coverage of a classroom or job assignment. The plan should be revisited every three months, with adjustments made to the accommodations as nursing needs change.

C. Reasonable Time to Express Milk During the School Day

Absent undue hardship or other accommodations as established under Section B above, a nursing mother will have an opportunity to express milk as outlined within the nursing accommodation plan. An employee or student can use usual break and meal periods if they choose.

A nursing mother who is an hourly employee will not be paid during nursing periods unless either (a) the nursing period falls during a regular paid break (e.g., a paid lunch), or when not completely relieved of duties during the nursing period(s). Nursing mothers shall not be required to “make up” time relating to the use of unpaid nursing periods.

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D. Suitable Private Areas for Nursing

Nursing mothers will be provided with a private place, other than a bathroom, in each school district building in which a nursing mother spends her working or school day. The nursing area:

1. May be temporary or permanent.
2. Shall be shielded from view and free from intrusion by other persons, including without limitation other staff or students;
3. Shall be within a reasonable walk to the nursing mother's work-station or classroom unless otherwise agreed by the nursing mother;
4. Have at a minimum an electrical outlet and a chair if feasible;
5. Have a refrigerator for breast milk storage if feasible, or be in proximity to one; and
6. Shall be cleaned regularly by District staff assigned to that duty.

E. Nursing Mother Responsibilities

Nursing mothers will:

1. Provide at least two weeks advance notice of the need for nursing accommodations, preferably prior to their return to school following the birth of the child. This will allow school administrators the opportunity to establish a location and work out scheduling issues.
2. Maintain the nursing area by wiping down surfaces with antibacterial wipes so the area is clean for the next user.
3. Provide their own supplies as is necessary.

F. Prohibited conduct

Any intentional act which violates a nursing mother's privacy, aims to frustrate a nursing mother's intentions to use the nursing facilities, or constitutes harassment on account of a nursing mother's needs or breastfeeding status is prohibited, and shall be treated as violation of the applicable code of conduct, with possible disciplinary consequences and may constitute sexual harassment and reported to the Title IX Coordinator.

G. Dissemination of policy

This policy shall be printed or summarized in the applicable employee/student handbook and placed on the District's website.

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District Policy History:

Adopted: February 21, 2024

Revised: September 11, 2024

Legal References:

RSA 275:78-83

20 U.S.C 1681, et seq Title IX of the Education Amendments of 1972

42 U.S.C. 2000gg Pregnant Worker Fairness Act ("PWFA")

42 U.S.C. 218d Pump for Nursing Mothers Act ("PUMP Act")