

LACTATION POLICY

The purpose of this policy is to provide technology center employees who are lactating with accommodations should they desire to express breast milk during the workday while separated from their newborn child.

The Board of Education shall provide any employee who is lactating reasonable paid break time each day to use a designated lactation room for the purpose of maintaining milk supply and comfort. The break time may run concurrently with any break time, paid or unpaid, already provided to the employee. If the break time is unpaid, the lactating employee must be completely relieved from duty.

The board shall make a reasonable effort to designate a private, secure, and sanitary room or other location, other than a toilet stall, where an employee can pump or express her milk or breastfeed her child. The designated area shall be a space where intrusion from co-workers, students, and the public can be prevented, and one where an employee who is using this area can be shielded from view.

Contact Information

Any employee who has experienced gender-based harassment, discrimination, bullying, or similar misconduct, including discrimination based on a pregnancy-related condition, or has additional questions regarding the information contained in this policy should contact:

Dr. Brent Casey, Assistant Superintendent
Title IX Coordinator
Canadian Valley Technology Center
6505 East Highway 66
El Reno, Oklahoma 73036
(405) 262-2629

Reference: 29 U.S.C. § 207(r); OKLA. STAT. tit. 70, § 5-149.3