



Document Name:	Breastfeeding Policy
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1.0 Purpose

The purpose of this policy is to support Wasatch Waldorf Charter School employees by complying with Utah Code Title 34, Chapter 49, Nursing Mothers in the Workplace Act. This policy also supports nursing mothers in the community through complying with Utah Code 13-7a-101, the "Breastfeeding Protection Act."

2.0 Definition

3.0 Policy Content

Breastfeeding in the Workplace

Reasonable Breaks and Private Room

In accordance with Utah Code 34-49-202, reasonable breaks and a private room will be provided to nursing mothers. Wasatch Waldorf Charter School shall:

1. provide, for at least one year after the birth of a child, reasonable breaks for each time the employee needs to breastfeed or express milk; and
2. consult with the employee to determine the frequency and duration of the breaks.



Breaks shall, to the extent possible, run concurrent with any other break period otherwise provided to the employee. Breaks beyond the normally scheduled amount of time for hourly employees shall not be paid.

Wasatch Waldorf Charter School shall provide a room or other location in close proximity to the employee's work area, which:

1. may not be a bathroom or toilet stall; and
2. shall be maintained in a clean and sanitary condition;
3. shall provide privacy shielded from the view of and intrusion from coworkers or the public;
4. shall be available at the times and for a duration required by the public employee; and
5. shall have an electrical outlet.

Wasatch Waldorf Charter School shall provide access to a clean and well-maintained refrigerator or freezer for the temporary storage of breast milk.

Workplace Discrimination

Wasatch Waldorf Charter School will not refuse to hire, promote, discharge, demote, or terminate a person, and may not retaliate against, harass, or discriminate in matters of compensation or in terms, privileges, and conditions of employment, against a person otherwise qualified because the person breastfeeds or expresses milk in the workplace.

Public Breastfeeding

In accordance with Utah Code 13-7a-101, the "Breastfeeding Protection Act," any person who otherwise has the right to be on the school campus may freely breastfeed their child while on campus.