

## MSU Breastfeeding Policy

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Subject: Breastfeeding

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Revised: **TBD**

Effective Date: May 1, 2008

Review Date: May, 2011

Responsible Party: Legal Counsel

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### **POLICY:**

Montana State University recognizes the importance and benefits of breastfeeding for both mothers and their infants, and seeks to promote a family-friendly environment in which to work and study. In accordance with [§§ 39-2-215 to 217, Mont. Code Ann.](#), Montana State supports and encourages the practice of breastfeeding, accommodates breastfeeding needs of employees, and provides adequate facilities for breastfeeding or the expression of milk for the employee's child as provided below.

In accordance with Montana law [Sec. 50-19-501, MCA), a woman may breastfeed her child in any place open to the public on campus or any place the mother is otherwise authorized to be, and that this cannot be considered a nuisance, indecent exposure, sexual conduct, or obscenity.

It is an unlawful discriminatory practice to refuse to hire or employ or to discharge an employee who expresses milk in the workplace or to discriminate against an employee who expresses milk in the work place.

### **PROCEDURE:**

1. Supervisors are encouraged to provide information about breastfeeding policies and accommodations when an employee first discusses her maternity leave needs and her plans for returning to work. Supervisors may consult with and/or refer the employee to the University Family Advocate for additional information.

2. Any employee who wishes to breastfeed or express milk in the workplace shall make a request to her supervisor.

3. The supervisor shall be responsible for identifying space suitable for such use, including providing privacy, lighting, and electricity needs. Private space does not need to be fully enclosed or permanent, but must be readily available during the time the employee needs the space. Toilet stalls and utility closets are not suitable spaces for such purpose.

a. The University has designated at least one (1) Family Care Room equipped for breastfeeding/breast pumping on campus, located in 111 Hamilton Hall, which serves this purpose.

b. The University has designated a 45-minute parking space adjacent to Hamilton Hall, specifically for nursing mothers to use while breastfeeding/breast pumping.

c. The University Family Advocate is responsible for overseeing the Family Care Room and providing parking passes to eligible users. The University Family Advocate's contact information can be found on the Women's Faculty Caucus web page at <http://www.montana.edu/wrt/women-caucus.html>.

4. The supervisor shall assure that there is a convenient facility for milk storage.

5. MSU shall provide reasonable unpaid break time each day for employees who need to express breast milk for their children. The unpaid break time for breastfeeding will run concurrently with any break time already provided to the employee.