

**SUBJECT:** 400 Human Resources

**Policy:** 406.25 Lactation Accommodation

**Effective:**

**Revised:** November 2014

**Reviewed:**

---

### **Introduction and Purpose**

Great Falls College MSU 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 [MCA 39-2-215 to 217](#), 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 ([MCA 50-19-501](#)), 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.

### **Policy**

Any employee who wishes to breastfeed or express milk in the workplace shall contact the Human Resources Department. The college provides a space suitable for such use, including providing privacy, lighting, and electricity needs. The college provides for a convenient facility for milk storage on campus.

Great Falls College 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.

It is unlawful to refuse to hire or employ, or to bar or to discharge from employment an employee who expresses in the workplace; or to discriminate against an employee who expresses milk in the workplace in compensation or in terms, conditions, or privileges of employment unless based upon a bona fide occupational qualification.

### **Definitions**

***Standards of Practice*** Rules, procedures, or guidelines developed by campus authorities to permit, restrict, or require actions within the parameters of the enterprise policy.

***Responsible Party*** Individual, title, position or group responsible for authority and review of policy or standard of practice.