

## Employee Breastfeeding Accommodations Policy

Gateway Preparatory Academy Administration shall ensure that all individuals who are nursing mothers are provided reasonable accommodations and protected from discrimination in accordance with state law. For a period of at least one year after giving birth, the school will reasonably accommodate a nursing mother's request by providing reasonable breaks and a private room for her to breastfeed or express milk, and access to a refrigerator or freezer for the temporary storage of her breast milk. Nursing mothers should contact their school principal or the human resource services department to discuss such accommodations. The purpose of this policy is to support nursing mothers working at the school.

### Board Reviewed and Approved:

January 10<sup>th</sup>, 2019