

Emery County School District



Policy: GECF—Nursing Mothers in the Workplace

Date Adopted: 12 February 2025

Current Review / Revision: 12 November 2025

Reasonable Breaks—

With regard to a breastfeeding employee, the District shall provide, for at least one year after the birth of the employee's child, reasonable breaks to accommodate the employee's needs to breast feed or express milk. The District shall consult with the employee to determine the frequency and duration of the breaks. A break shall, to the extent possible, run concurrent with any other break period otherwise provided to the employee.

[Utah Code § 34-49-202 \(2016\)](#)

[29 U.S.C. § 218d\(a\)\(1\)](#)

Private Location—

The District shall provide for a breastfeeding employee a room or other location in close proximity to the breastfeeding employee's work area. The room or location may not be a bathroom or toilet stall. The room or location shall be maintained in a clean and sanitary condition, provide privacy shielded from the view of and intrusion from coworkers or the public, be available for the reasonable breaks as determined in consultation with the District and have an electrical outlet.

The District is not required to provide a room or other location if compliance would create an undue hardship on the operations of the District by causing the District significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the District's operations.

[Utah Code § 34-49-202 \(2016\)](#)

[29 U.S.C. § 218d\(a\)\(2\)](#)

Refrigerator or Freezer—

The District shall provide access to a clean and well-maintained refrigerator or freezer for the temporary storage of a breastfeeding employee's breast milk. For any District employees who do not work in an office building, the District may instead provide a non-electric insulated cooler for storage of the breast milk.

[Utah Code § 34-49-202 \(2016\)](#)