



Pregnancy and Childbirth Accommodations in the Workplace Policy

I. BOARD OF TRUSTEES (BOARD) DIRECTIVE

This policy is adopted in conformance with the provisions of Nursing Mothers in the Workplace, Utah Code § 34-49-101 et seq and the Utah Antidiscrimination Act, Utah Code § 34A-5-101 et seq. The Board delegates to Providence Hall Charter School (PHCS) Administration the responsibility for developing and administering the policy for nursing mothers in the workplace and reasonable accommodations for pregnancy, childbirth, breastfeeding or related conditions.

II. ADMINISTRATIVE POLICY

A. Reasonable Breaks

With regard to a breastfeeding employee, PHCS shall provide, for at least one year after the birth of the employee's child, reasonable breaks to accommodate the employee's needs to breastfeed or express milk.

1. PHCS shall consult with the employee to determine the frequency and duration of the breaks.
2. A break shall, to the extent possible, run concurrent with any other break period otherwise provided to the employee.

B. Private Location

1. PHCS shall provide for a breastfeeding employee a room or other location in close proximity to the breastfeeding employee's work area.
2. The room or location may not be a bathroom or toilet stall.
3. The room or location shall
 - a. be maintained in a clean and sanitary condition.
 - b. provide privacy shielded from the view of and intrusion from coworkers or the public.
 - c. be available for reasonable breaks as determined in consultation with PHCS.
 - d. have an electrical outlet.
4. PHCS is not required to provide a room or other location if compliance would create an undue hardship on the operations of PHCS by causing PHCS significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of PHCS' operations.

C. Refrigerator or Freezer

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

D. Reasonable Accommodation

1. PHCS will provide a reasonable accommodation for an employee related to pregnancy, childbirth, breastfeeding or related conditions.
2. In considering a request for a reasonable accommodation, PHCS will require a certification from the employee's health care provider concerning the medical advisability of a reasonable accommodation which must include all of the following:
 - a. the date the reasonable accommodation becomes medically advisable



- b. the probable duration of the reasonable accommodation
 - c. an explanatory statement as to the medical advisability of the reasonable accommodation
- E. PHCS is not required to permit an employee to have the employee's child at the workplace for purposes of accommodations for pregnancy, childbirth, breastfeeding or related conditions.