

This regulation establishes a “Mother-Friendly” employee worksite lactation support program in Austin ISD in accordance with Texas Health and Safety Code Section 165.003 and House Bill 786. The program:

1. Provides a work environment that is supportive of lactating mothers; and
2. Encourages breastfeeding of their children for up to one year or beyond following their birth.

The benefits of the program are:

1. Increased attendance due to less time lost for care of sick children;
2. Reduced cost of insurance claims for sick children and mothers;
3. Reduced losses of institutional knowledge and turnover as a result of a mother opting not to return to work in order to breastfeed; and
4. Increased morale.

**Rationale**

The American Academy of Pediatrics (AAP) affirms that “breast-feeding and human milk are the reference normative standards for infant feeding and nutrition” that “confer unique nutritional and non-nutritional benefits to the infant and the mother and, in turn, optimize infant, child, and adult health as well as child growth and development.” No formula can duplicate the special nutrients that human milk provides. Human milk has a unique combination of fats, sugars, proteins, vitamins, and enzymes, all of which are especially designed to promote brain and body growth and development. Research shows that there are significant risks of not breastfeeding, and the AAP concludes that “infant feeding should not be considered a lifestyle choice but rather as a basic health issue.”

**Culture of Tolerance and Support**

The District recognizes that breastfeeding is an important and basic act of nature that is to be encouraged in the interest of maternal and child health and family values. The District’s organization supports the practice of worksite breastfeeding and/or expression of mother’s milk.

**Dissemination**

The District’s Mother-Friendly Workplace regulation will be disseminated to every incoming and current employee in the District by the Office of Human Capital. The regulation will be disseminated on an annual basis.

**Time and Leave**

Work schedule and work pattern flexibility will be provided, for at least one year after the child’s birth, to accommodate a reasonable

**Facilities Including  
Breast Milk Storage**

break time for an employee to express breastmilk for her nursing child or to breastfeed each time such employee has a need to express the milk or breastfeed. [See DEAB(LEGAL)]

The District will provide a private, accessible area, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public for the purpose of expressing breastmilk each time such employee needs to express the milk. [See DEAB(LEGAL)]

When dedicated space is not feasible, the District will provide a mixed-use space for lactating mothers. In cases such as the latter, lactating mothers will have priority over all other uses of the space.

In addition, an employee may choose to use her private office or other space, identified in consultation with her manager. Signage and/or notice of location of the room and the use of that room will be posted for the purpose established by the policy.

Use of these dedicated or mixed-use spaces will also be made available for students and visitors who are nursing, as long as a District employee is not already using or scheduled to use the space.

The District will take this regulation into consideration when constructing new buildings or renovating current buildings with the guidance of Austin ISD Facilities and Construction Management.

Access to a safe water source and a sink within reasonable distance from the lactation space will be provided. The women's restroom and/or teachers' lounge/kitchen area has soap and water for cleaning pump equipment.

Employees may store their expressed milk in their own personal coolers with ice packs or in the shared break room refrigerator space, if available. As with any personal food item, handling and supervision of the expressed milk is the sole responsibility of the employee.

**Education, Support,  
and Resources**

Information about breastfeeding support after returning to work will be provided to employees prior to their maternity leave by the Austin ISD Leave Office.

**Effective Date**

The regulation is effective as of September 1, 2015.