



Breastfeeding in the Workplace Policy

Policy Number: 4103

I. Purpose

The Summit Academy Board of Trustees has established general guidelines and standards to accommodate employees who desire to express milk in the workplace. This policy is adopted per Utah Code 34-49-203.

II. Policy

Summit Academy will not refuse to hire, promote, discharge, demote or terminate a person, or may not retaliate against, harass, or discriminate in matters of compensation or in terms, privileges and conditions of employment against a person otherwise qualified because the person breastfeeds or expresses milk in the workplace.

Upon the notice of an employee desiring to express milk in the workplace the administration shall provide a private room for the employee to express milk for a reasonable amount of unpaid time as determined by the employee and administration. Employees will be accommodated up to one year from the child's birth.

This policy is consistent with the Patient Protection and Affordable Care Act, enacted March 23, 2010.

III. References

Utah Code 34-49-203
Patient Protection Affordable Care Act

IV. Attachments

N/A

V. Revision History and Approval Dates

Version 1: 14DEC2017: Original Date of Approval
Version 2: 17FEB2022: Updated for formatting and policy number