



CITY OF NEW BRAUNFELS POLICIES AND PROCEDURES

PROCEDURE(S): NURSING MOTHERS

EFFECTIVE DATE: MAY 20, 2019

REVISION DATE(S):

NURSING MOTHERS

The City of New Braunfels adopts this policy to support the health and well-being of employees and their infant children by providing a workplace that supports a decision of an employee to breastfeed.

The City of New Braunfels supports and encourages the practice of breastfeeding and the expression of breastmilk by employees who are breastfeeding when they return to work. Additionally, it is the policy of the City to prohibit discrimination and harassment of breastfeeding employees who exercise their rights under this policy.

Responsibilities:

Employee: The employee is responsible for requesting and arranging with their supervisor appropriate and reasonable break times or flexible scheduling for expressing milk. Employee must provide her own pump, adapter, and accessories as well as a small cooler or insulated bag.

Supervisor: The supervisor is responsible for providing reasonable paid break times each day for employees wishing to express breast milk. The supervisor must assist in providing a positive atmosphere of support for breastfeeding employees.

Department in conjunction with Human Resources: The department, in conjunction with the Human Resources, must provide a private space with a lock on the door for expressing milk.

Procedures:

The City will provide a reasonable amount of break time for an employee to express breast milk each time the employee has need to express the milk and provide a place, other than a multiple user bathroom, that is shielded from view and free from intrusion from other employees and the public where the employee can express breast milk.



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The City will not suspend or terminate the employment of, or otherwise discriminate against, an employee because the employee has asserted the employee's rights under this chapter.