



LACTATION ACCOMMODATION POLICY

PERSONNEL | 300.360

Last Evaluation

03/13/2026

Executive Staff Approval

07/20/2026

Board Approval

08/19/2026

1. Purpose

Mountainland Technical College (MTECH) is committed to providing a work environment which supports the health, dignity, and equal employment rights of employees who are breastfeeding. This policy establishes the College's commitment to providing reasonable lactation accommodations in compliance with federal laws, including the Fair Labor Standards Act (FLSA) as amended by the PUMP for Nursing Mothers Act, the Americans with Disabilities Act (ADA) where applicable, Title VII of the Civil Rights Act as amended by the Pregnancy Discrimination Act, applicable State of Utah laws, and all nondiscrimination requirements.

2. Definitions

Breastfeeding / Lactation - The feeding of a child with breast milk, including the expression of breast milk

Lactation Accommodation - Reasonable modifications or adjustments which enable an employee to breastfeed or express breast milk during the workday

Private Space - A room or location, other than a restroom, which is shielded from view and free from intrusion by coworkers or the public

3. References

Non-Discrimination and Equal Employment Opportunity Policy

Reasonable Accommodation Policy

Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 201 et seq.

Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), 29 U.S.C. § 218d.

Pregnancy Discrimination Act of 1978, 42 U.S.C. § 2000e(k).

Americans with Disabilities Act of 1990 (ADA), 42 U.S.C. § 12101 et seq.

Utah Code Title 34, Chapter 49, Nursing Mothers in the Workplace.

4. Policy

4.1. Lactation Space

4.1.1. The college will provide an employee or student who is breastfeeding a child with access to a private, clean space which:

- Is not a restroom or a bathroom;
- Is shielded from view and free from intrusion;
- Is suitable for breastfeeding or expressing breast milk;
- Includes a functional electrical outlet;
- Is available as needed during working hours;
- Is in close proximity to running water for cleaning purposes, where possible; and
- Includes refrigerator for temporary storage of expressed milk;

4.2. Storage of Breast Milk

4.2.1. The College will provide access to a refrigerator suitable for the temporary storage of expressed breast milk.

4.2.2. Employees are responsible for labeling, storing, and removing their own milk

4.3. Break Time

4.3.1. Employees who are breastfeeding will be provided reasonable break time during working hours to breastfeed or express breast milk

4.3.2. These break times will be provided for up to one (1) year following the birth of a child

- 4.3.3. Supervisors and employees are expected to work collaboratively to schedule breaks in a manner that supports operational needs while ensuring compliance with this policy
 - 4.4. Non-Discrimination and Non-Retaliation
 - 4.4.1. Employees requesting or using lactation accommodations will not be subjected to discrimination, harassment, or retaliation
 - 4.4.2. Lactation accommodation requests will not negatively impact hiring decisions, performance evaluations, promotional opportunities, or any other terms or conditions of employment
 - 4.5. ADA and Related Considerations
 - 4.5.1. While lactation itself is not considered a disability under the ADA, pregnancy-related or lactation-related medical conditions may qualify for reasonable accommodation under the ADA or applicable state law.
 - 4.5.2. Requests involving medical conditions will be evaluated through the existing accommodation process
 - 4.6. Confidentiality
 - 4.6.1. All requests for lactation accommodations will be handled with respect for employee privacy
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5. Evaluation History

Last Evaluation	Executive Staff Approval	Board Approval
07/20/2020	09/14/2020	10/21/2020
03/13/2026	07/20/2026	08/19/2026