

Guernsey Memorial Library Policies	Lactation Policy	
Date Issued: 4/10/2024	Revised:	Page: 1 of 1
<p>Space and Facilities</p> <p>A "lactation room," as defined under this Policy, means a sanitary place, other than a restroom, that can be used to express breast milk shielded from view and free from intrusion, and that includes at minimum:</p> <ol style="list-style-type: none"> 1. An electrical outlet; 2. A chair; 3. A surface on which to place a breast pump and other personal items; and 4. Nearby access to running water. <p>The GML lactation room will be the tutoring/individual study room. A window cover will be fitted as needed. A sign will be provided advising that the room is in use and not accessible to other employees or the public. The staff refrigerator may be used for breastmilk storage as needed. GML is not responsible for ensuring the safekeeping of expressed milk stored in any refrigerator on its premises. The employee is required to store all expressed milk in closed containers, regardless of the method of storage and to bring such milk home with her each evening.</p> <p>If the lactation room is also used for another purpose, the sole function of the room shall be as a lactation room while the employee is using the room to express breast milk. When an employee is using the room to express milk, GML will provide notice to other employees that the room is given preference for use as a lactation room.</p> <p>Anti-discrimination</p> <p>It is unlawful to discriminate in any way against an employee who chooses to express milk in the workplace. Supervisors and co-workers are reminded to respect and be sensitive to an employee's choice to nurse, as well as to her other efforts to do what she considers best for her child.</p>		

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