

FLATHEAD VALLEY COMMUNITY COLLEGE

Policy Manual

CHAPTER VI – Human Resources

SECTION 220: BREASTFEEDING POLICY

In accordance with [Sections 39-2-215](#) to [217](#), Montana Code Annotated, the college supports and encourages the practice of breastfeeding, accommodates the breastfeeding needs of its employees, and provides facilities for breastfeeding or the expression of milk for the employee's child.

I. Employee Breaks Provided

FVCC provides reasonable break time each day for employees who need to express breast milk for their children. The break time for breastfeeding will run concurrently with any break time already provided to the employee. See, [Section 39-2-217](#), MCA.

II. Family Care Room

- A. In accordance with Montana law [\[Section 50-19-501, MCA\]](#), a parent may breastfeed a child in any place open to the public on campus or any place the parent is otherwise authorized to be, and that this cannot be considered a nuisance, indecent exposure, sexual conduct, or obscenity.
- B. The college provides a Family Care room equipped for breastfeeding/breast pumping on campus to accommodate breastfeeding.

III. Discrimination Prohibited

It is an unlawful discriminatory practice to refuse to hire or employ, to discharge, or discriminate against an employee because the employee expresses milk in the workplace.

REFERENCES: 39-2-215, 39-2-216, 39-2-217, 50-19-501 MCA

PROCEDURE: Breastfeeding