

Lactation Policy

Subject Personnel

Web Link https://www.montana.edu/policy/breast_feeding/

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Responsible Party University of Human Resources

Table of Contents

[100.00 Introduction and Purpose](#)

[200.00 Employee Breaks Provided](#)

[300.00 Family Care Rooms](#)

[400.00 Discrimination Prohibited](#)

[500.00 Procedures](#)

100.00 Introduction and Purpose

Montana State University recognizes the importance and benefits of lactation for both parents and their infants and seeks to promote a family-friendly environment in which to work and study.

In accordance with [Section 39-2-215](#) to [217](#), Montana Code Annotated, the university supports and encourages the practice of breastfeeding, accommodates lactation needs of its employees and students, and provides facilities for lactation as provided below.

200.00 Employee Breaks Provided

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

300.00 Family Care Rooms

- 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 university provides Family Care Rooms equipped for lactation on campus to accommodate lactation.
- c. The University has designated a 45-minute parking space adjacent to Hamilton Hall, specifically for lactating individuals to use for the purpose of lactation.
- d. The Building Supervisor is responsible for overseeing the Family Care Room and parking arrangements for eligible users University Human Resources remains responsible for interpreting and enforcing this policy.

400.00 Discrimination Prohibited

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

500.00 Procedures

- a. Any employee who wishes to breastfeed or express milk in the workplace shall make a request to the supervisor.
- b. Supervisors are encouraged to provide information about lactation policies and accommodations when an employee first discusses leave needs and plans for returning to work. Supervisors should consult with Human Resources on any requests that are received. Supervisors may not deny a request from an employee to breastfeed or express milk in the workplace without consulting with Human Resources first.
- c. The supervisor in consultation with Human Resources shall be responsible for identifying space suitable for such use, including providing privacy, lighting, and electricity needs. Private space does not need to be fully enclosed or permanent but must be readily available during the time the employee needs the space. Toilet stalls and utility closets are not suitable spaces for such purpose.
- d. The supervisor in consultation with Human Resources shall assure that there is a convenient facility for milk storage.