

The Center for Creativity, Innovation and Discovery

Breastfeeding Policy

Purpose

In accordance with the State of Utah's Lactation Law, H.B. 242 enacted in 2015, The Center for Creativity, Innovation and Discovery, ("CCID") has established an internal, administrative breastfeeding policy to protect and support in the workplace employees who indicate a desire to breastfeed.

Procedures

CCID will do the following to support an employee for at least one year after the birth of an employee's child, when requested by a CCID employee who is breastfeeding:

- Provide reasonable breaks for an employee who needs to breastfeed or express milk;
- Provide access to a room with privacy and in close proximity to the employee's work area for the purpose of breastfeeding;
- Provide a refrigerator or freezer for the storage of breast milk;
- Support in every reasonable way an employee's opportunity to breastfeed;
- Prohibit a public employer from discriminating against an employee who is breastfeeding in the workplace.

Guidelines in Accordance in H.B. 242

- CCID will consult with an employee to determine the frequency and duration of the breaks.
- Required breaks shall, to the extent possible, run concurrent with any other break period otherwise provided to the employee.

Anti-Discrimination Statement

CCID does not and will not discriminate against an employee who is breastfeeding in the workplace.

As per H.B. 242, CCID "may not refuse to hire, promote, discharge, demote, or terminate a person, or may not retaliate against, harass, or discriminate in matters of compensation in terms, privileges, and conditions of employment against a person otherwise qualified because the person breastfeeds or expresses milk in the workplace."

Limitations

State law does not require CCID to comply with the requirements to provide a room or other location to breastfeed if so doing would impose an undue hardship on CCID.

State Law defines hardship as something that would cause significant difficulty or expense in relation to size, financial resources, structure, or the nature of an employer's operations.