



Breastfeeding Policies and Support for Educators

Provided by the [Kansas Breastfeeding Coalition](#)

Over 90% of new mothers in Kansas choose to breastfeed. When they return to work, they require only three things: 1) Break time; 2) Private space; and 3) Support

Support of breastfeeding employees and staff is an innovative strategy to address costly human resource expenses such as retention, health care, and absenteeism. It's also the law.

A 2017 survey of over 160 Kansas school districts showed most left the matter to building administrators to provide accommodations when asked for them by breastfeeding staff. This informal "when she asks" approach creates missed opportunities for providing support and inconsistent implementation.

The following tools were developed by and for Kansas school districts to support a district level lactation support program.

COVID Considerations for Breastfeeding Employees

To ensure the safety of district employees and staff expressing breast milk while in the workplace, school districts should take the following extra precautions:

- Purify air: open windows, use HEPA air filters, or set up outdoor space that is shielded from view, as weather permit
- For spaces used by several employees at the same time - enforce social distancing and masks, and install plexiglass or walls
- Clean surfaces with soap and provide disinfecting wipes and hand sanitizer

Employees and students working remotely are allowed to turn off their computer's camera for breastfeeding if the school district allows other employees and/or students to turn off their cameras for other reasons.

General Support for Breastfeeding Employees & Staff:

- [Checklist](#) – quickly determine what might be missing in your district's lactation support
- [Optional Employee Handbook Language: Lactation Accommodations](#), from KASB
- [Communication Plan](#) – step-by-step plan to let district employees and staff know they are supported (increases retention rate by 50%!)
- Poster for breakrooms - ["Let's Give Her a Break" for schools](#)
- Kansas School District Success Stories - [Fort Scott USD #234](#) and [Lawrence USD #497](#)
- [Time & space solutions from K-12](#) settings across the US

General Support for Breastfeeding Students:

- Title IX Coordinators - [Title IX protections for breastfeeding students](#)
- Consider use of Section 504 accommodations to create a plan

Many of these resources are attached. Keep scrolling...

