

## **Tapestry Public Charter School Policy Manual**

### **Nursing Mothers Policy**

Adopted: 6/16/2014

Revised: NA

The Tapestry Public Charter School Board adopts the following policy, effective on the date of adoption by the Board.

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#### **I. Nursing Mothers Policy**

Tapestry Public Charter School complies with applicable provisions of the Patient Protection and Affordable Care Act. Consistent with this statute, the Company provides all nursing mothers who are non-exempt employees under the Fair Labor Standards Act with reasonable break time to express breast milk for the nursing of a child for one year following the birth of a child, unless doing so creates an undue hardship. In the event that nursing breaks do not cause an undue hardship, Tapestry will provide a private place other than a bathroom where a non-exempt nursing mother may express breast milk. These breaks will be unpaid.