

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.

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.