

**Okeene Public School
Staff Breastfeeding Policy/Staff Wellness**

PURPOSE:

The purpose of this policy is to provide a work environment supportive of breastfeeding when employees return to work.

Procedure:

Okeene Public School system encourages activities that support breastfeeding and the health of all breastfeeding staff and children. Because employees' breastfeeding their infant need ongoing support in the worksite to provide breast milk for their babies, it is the policy of the Okeene Public School system that:

A. Breastfeeding Environment

- a. A positive environment supportive of breastfeeding is maintained for employees. The Worksite Breastfeeding Policy is shared with all new employees during orientation and annually at staff development.

B. Flexible Breaks

- a. Employees shall be provided flexible breaks to accommodate breastfeeding for milk expression. If the time exceeds normal time allowed for lunch and breaks, employees may be allowed to adjust work hours.

C. Location to Breastfeed or Express Milk

- a. Ensure access to a private, secure, and sanitary room or other location (other than a restroom) in close proximity to the work area, provide flexible paid or unpaid break times where an employee can express her milk or breastfeed her baby who may visit during work hours.
- b. The private room includes an electrical outlet to accommodate an electric breast pump, a comfortable chair, and access to a clean water source, soap and hand washing facility.

D. Employees Allowed to Use an Available Refrigerator

- a. Employees are allowed to use an available refrigerator for safe storage of expressed milk. Employees may use their own cooler packs to store expressed breast milk, or may store milk in the designated refrigerator/freezer. Employees will be required to provide their own containers, clearly labeled with name and date.

E. Ensure Awareness of Workplace Resource

- a. Building administrators are responsible for making employees aware of the work place policy when they are informed of the employee's pregnancy.

Staff Wellness

PURPOSE:

The District recognizes that employee health is essential to student health and to creating healthy school environments. Accordingly, the District will implement an employee wellness program that promotes healthy eating, physical activity, and overall health. The District may partner with community agencies and organizations (e.g., local health departments, hospitals, health insurance companies, and local chapters of national organizations, such as the American Cancer Society, American Heart Association, Red Cross, and YMCA) to assist in providing education, services, and resources for staff.

A. The District will do the following to support staff wellness:

- a. Serve only those foods and beverages that meet Smart Snacks standards at all staff meetings, trainings, special occasions (e.g., birthdays and retirement parties), and other workplace gatherings.)
- b. At least 25% or more of the foods and beverages available for sell to faculty and staff in breakrooms or lounges will meet the Smart Snack Standards.
- c. Provide employees with access to a refrigerator, microwave, and sink with a water faucet.
- d. Partner with community organizations and communicate via Staff Newsletter to offer staff accessible and free or low-cost healthy eating/weight management programs when available.
- e. Promote walking meetings.
- f. Incorporate 10-minutes physical activity breaks into every hour of sedentary meetings.
- g. Provide access to on-campus athletic facilities, such as gyms, running tracks, and basketball courts.
- h. Promote employee participation in physical activity by creating exercise clubs or groups and/or encouraging employee sports teams.
- i. Use posters, pamphlets, and other forms of communication to promote physical activity.
- j. Provide information about local physical activity resources and facilities, such as walking trails, community parks, and recreation facilities.
- k. Partner with community organizations or agencies to offer voluntary health screenings annually to staff, including free or low-cost health assessments.
- l. Partner with community organizations or agencies to provide stress management programs annually to staff.
- m. Partner with community organizations to offer immunization clinics (e.g. flu, Tdap, etc.) to staff.

- n. Provide or partner with community organizations or agencies to offer free of low-cost first aid and CPR training.
- o. The District will provide staff with educational resources and annual training in health and health-related topics (e.g. nutrition education, physical activity).
- p. Partner with community organizations, businesses, or local hospitals to plan community events that promote health and wellness for students, families, and community members.

Approved on Feb. 6, 2020 at regular school board meeting.

Bennet Peters

2-6-20

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