

## **State of South Dakota Lactation in the Workplace Policy**

The State of South Dakota supports working mothers. We will provide appropriate time and space to those who have made the choice to continue to breastfeed and need to pump at work.

Employees and their managers will make arrangements that provide the time needed for pumping and ensure appropriate work coverage. The flexibility of the manager, nursing mother, and other team members is critical to ensuring the needs of the mother and the department are met. When possible, normal break and lunch periods should be used for pumping. However, other options, including adjustments to work schedules, may be in order.

Employees will be provided with a space, other than a bathroom, that is shielded from view and free from intrusion of others to express breast milk. The designated space will include comfortable seating, a power source, a flat surface other than the floor for the pump and supplies, and access to facilities for washing hands and equipment. Lactation areas are designated at locations statewide for ready access by employees. Employees who work in locations without a permanently designated space will be accommodated through other means. Individual employees are required to provide their own supplies, including portable thermal cooling containers for milk storage, if needed.

Adequate provision for breastfeeding is an investment in our most valuable resources: our employees and the children of South Dakota. Employees who have questions or concerns regarding breastfeeding are advised to contact their healthcare provider. A comprehensive list of lactation room locations across the state, as well as local contacts, can be found on the Bureau of Human Resources website.