



NEW ORLEANS POLICE DEPARTMENT OPERATIONS MANUAL

CHAPTER: 22.3.6

TITLE: LACTATION BREAKS

EFFECTIVE: 10/22/2017

REVISED: Replaces Policy 1035

PURPOSE

The purpose of this Chapter is to provide reasonable accommodations to members desiring to express breast milk for the member's infant child.

POLICY

It is the policy of this department to comply with the Fair Labor Standards Act and provide a reasonable break time and appropriate facilities to accommodate any member desiring to express breast milk for her nursing, infant child.

DEFINITIONS

Definitions relevant to this Chapter include:

Infant / infant child—A child is considered an infant for a period of time for up to one year after the child's birth (**29 USC § 207**).

LACTATION BREAK TIME

1. A rest period must be permitted each time the member has the need to express breast milk (29 USC § 207). In general, lactation breaks that cumulatively total 30 minutes or less during any four-hour work period or major portion of a four-hour work period would be considered reasonable. However, individual circumstances may require more or less time.
2. Lactation breaks, if feasible, should be taken at the same time as the member's regularly scheduled rest or meal periods. While additional time beyond authorized breaks will be provided as needed, any such time exceeding regularly scheduled and paid break time will be unpaid.
3. Members desiring to take a lactation break shall notify his/her supervisor prior to taking such a break. Such breaks may be reasonably delayed if they would seriously disrupt department operations.
4. Once a lactation break has been approved by a supervisor, the break should not be interrupted except for emergency or exigent circumstances.

PRIVATE LOCATION

5. The Department will accommodate members with the use of an appropriate room or other location to express milk in private. Such room or place should be in close proximity to the member's work area and shall be other than a bathroom or toilet stall. The location must be shielded from view and free from intrusion from co-workers and the public (29 USC § 207).
6. Members occupying such private areas shall either secure the door or otherwise make it clear to others that the area is occupied with a need for privacy. All other members should avoid interrupting a member during an authorized break, except to announce an emergency or other urgent circumstance.
7. Authorized lactation breaks for members assigned to the field may be taken at the nearest appropriate public or private areas.
8. Breastfeeding is permitted by law in public areas (**R.S. 51:2247.1**). Members shall not wear a department uniform or display any other form of department identification while breastfeeding in public.
9. Breastfeeding is not a violation of law (**R.S. 51:2247.1/E**). A mother breastfeeding her baby in any location, public or private, where the mother is otherwise authorized to be, shall not be deemed to be in violation of R.S. 14:106 or of any other provision of law.