



SECTION I GENERAL AND ADMINISTRATIVE POLICIES
NUMBER I.12 Lactation Room Requirements (June 24, 2014)

In accordance with Colorado law, Boulder County shall provide reasonable unpaid break time or permit an employee to use paid break time, meal time, or both, each day to allow the employee to express breast milk, in a private setting, for her nursing child for up to two (2) years after the child's birth.

Although a specific lactation room does not need to be designated, the space utilized for this purpose must be:

- A room other than a bathroom
- Shielded from view (Permanent blinds or curtains must cover any windows- It is not acceptable for employees to put up a temporary cover each time they use the room)
- And, free from intrusion (The door must have a lock for privacy)

HR has compiled a list of lactation rooms throughout the county and shall distribute this list to expectant mothers before they go on maternity leave.