

Lactation Room and Policy Handbook Addendum (9/1/2023)

3.1 PREGNANT AND / OR NURSING PARENTS

MCAD will comply with applicable law when an employee requests accommodation of pregnancy and health conditions related to pregnancy or childbirth. Pregnant employees who wish to request a pregnancy-related accommodation should contact HR. A private room free from intrusion is available for a nursing parent. Contact HR to arrange access to this room. The nursing parent will be permitted time to pump based on biological need, not reliant on scheduled breaks. Expecting parents should also proactively contact HR for additional information on leave benefits such as ShortTerm Disability, Adoption Leave, FMLA, etc. More information on parental leaves can also be found in Appendix A of this Handbook.