

Your Right to Milk Expression at Work

"Workplace Accommodations for Nursing Mothers Act" –

This state law requires every Colorado employer to:

- Provide "reasonable unpaid break time" to express breast milk; or
- Permission to use paid break time and/or meal time to express breast milk;
- For two (2) years after a child is born;
- Make "reasonable efforts" to provide a private place to express breast milk that is not a restroom or toilet stall.

STEP 1: Be an educator

If the employer is unaware of their responsibilities...

- Explain your need to express breast milk during the work day and why breastfeeding your child will make you a happier, healthier employee
- Remind your employer that this is a short term situation
- Tell them what you know about the law
- Offer suggestions about how they can comply (where you could temporarily pump, when you could do it)
- Educate coworkers and colleagues about the benefits of breastfeeding and your basic needs

STEP 2: Document communication or seek additional resources

If you are not being accommodated and believe your employer is engaging in unlawful behavior...

- Write down what has and/or is happening to you at work in as much detail as you can remember
- Document in writing every communication you have with your employer about this issue
- Ask your employer (in writing) to go to mediation to try to resolve the issue
- If needed, contact COBFC at www.cobfc.org to talk through how to do this or seek additional resources.

An employer's refusal to let you pump at work or discrimination against you because you asked to is illegal.

STEP 3: Find an advocate to help you

- **The Colorado Breastfeeding Coalition** – can provide you with information, support and resources. Recommendations for Colorado attorneys with experience in worksite lactation issues are available at www.cobfc.org or 1-844-COBFC-4-U (844-262-3248).
- **The American Civil Liberties Union of Colorado** – may be able to provide no cost legal services. Information on how to request assistance is available at <http://aclu-co.org/our-work/litigation-legal-advocacy/ask-legal-help>.
- **U.S. Equal Employment Opportunity Commission** – is responsible for enforcing federal anti-discrimination laws and has the authority to investigate charges of discrimination against employers covered by the law. Visit <http://www.eeoc.gov/eeoc/> or 1-800-669-4000.
- **Colorado Civil Rights Commission (CCRC)/Equal Employment Opportunity Commission (EEOC)** – investigates employment discrimination complaints. CCRC information is available at: <http://cdn.colorado.gov/cs/Satellite/DORA-DCR/CBON/DORA/1251629365240>. EEOC Information is available at <http://www.eeoc.gov/field/denver/charge.cfm>.

Do not delay if you are considering getting legal help.

There may be deadlines to take legal action.