

NEBRASKA

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DEPT. OF ADMINISTRATIVE SERVICES



Jim Pillen, Governor

POLICY OF PROCEDURE

FROM: Jason Jackson, Agency Director

Brent Flachsbart, State Building Administrator

DATE: September 19, 2024

RE: ACCOMMODATIONS FOR NURSING MOTHERS IN STATE BUILDINGS

Our values and talent strategy dictate that we create workplaces that support our public servants when they are growing their families. Women make up 54% of the State's workforce and face unique challenges in balancing career and childbirth. It is vital that we make the experience of new moms as easy as possible so that women on our team can continue their careers in public service while balancing the needs of newborn children.

This document is to reaffirm our policy, first implemented in 2020, directing that each building managed by the State Building Division be equipped with a room exclusively dedicated to nursing mothers for the purpose of expressing breast milk. At a minimum, each room must consist of a private space no less than 10' x 10', shielded from view, free from intrusion by others, and includes a chair and flat surface. Where possible, each room should also contain a sink, refrigerator, and an electrical outlet. In no circumstance shall a restroom be designated as a room for nursing mothers.

This policy applies to owned and leased buildings that contain office space occupied by State teammates and have more than 5,000 square feet of usable space. For leased buildings, this policy shall apply only to leases entered into on or after July 1, 2020.

Exceptions to this policy can be sought from the Director of Administrative Services in circumstances where a permanent designated space for nursing mothers would be unreasonable. This policy does not affect any duties or responsibilities to accommodate nursing mothers pursuant to law.

Approved by:

A blue ink signature of Jason Jackson.

Jason Jackson, Director
Department of Administrative Services

A blue ink signature of Brent Flachsbart.

Brent Flachsbart, Administrator
DAS State Building Division

Jason Jackson, Director

Department of Administrative Services

P.O. Box 94664

Lincoln, Nebraska 68509-4664

das.nebraska.org

1526 K Street, Ste. 250

Lincoln, Nebraska 68508

OFFICE 402-471-2331