POLICY TITLE: Workplace Accommodations for Nursing Mothers

DEPARTMENT: Human Resources  ORIGINATION DATE: 08/05/2008
CATEGORY: Associate Policies  EFFECTIVE DATE: 07/01/2012

SCOPE
This policy applies to all Centura Health facilities, practices, entities, and services (“Centura”) and all Centura associates.

PURPOSE
To recognize and support a nursing mother as she returns to the workplace.

STATEMENT OF POLICY
Centura facilities will provide a room or other location in close proximity to the work area of a nursing associate in order for the associate to express milk in private. Centura will provide reasonable, unpaid break time or permit an associate to use paid break time, meal time, or both to allow the associate to express breast milk for her nursing child or to nurse her baby.

PROCEDURE
1. The associate should contact Human Resources for her facility to find out where the room/location for nursing is located in her facility.
2. The associate needs to coordinate with her supervisor the time needed away from the job to express breast milk or nurse the baby.
3. A nursing associate’s accommodation continues for up to two (2) years after the child’s birth.
4. Both Centura and the nursing associate agree that, under the provisions of the law that apply to nursing mothers, if there is any dispute in the application of this policy, they must participate in non-binding mediation before an associate may bring legal action for a violation of this policy.

DEFINITIONS
N/A

REFERENCES AND SOURCES OF EVIDENCE

POLICY VIOLATION
Any Centura associate who fails to abide by this policy may be subject to disciplinary action, up to and including termination.

REVIEW/APPROVAL SUMMARY

| REVIEW/REVISION DATES: | 04/02/2011, (03/19/2012) |
| APPROVAL BODY(IES): | Senior Executive Council |
| APPROVAL DATE: | 04/18/2012 |

All official Centura Health policies are maintained electronically and are subject to change. No printed policy should be taken as the official policy except to the extent it is consistent with the current policy that is electronically maintained.