



Infants-at-Work and Nursing Mothers Policy

Policy 3.1

POLICY

Per Nevada Revised Statutes 561.105, the Board of Agriculture shall establish the policy of the Nevada Department of Agriculture (NDA).

It is the policy of the NDA to provide a positive work environment that recognizes parents' responsibilities to their careers and to their infants by acknowledging that the ability of an infant to stay with a parent benefits the family, the employer and society. The Infants-at-Work and Nursing Mothers Program encourages new mothers and fathers to return to work sooner by allowing the new parents to bring their infant to work for a specified period of time. In NDA's compliance with State and federal law, most nursing employees have the right to reasonable break time and a place, other than a bathroom, that is shielded from view to express breast milk while at work. This right is available for up to one year after the child's birth.

POLICY EFFECTIVE DATE

3/19/2025

LAST REVISED DATE

2/28/2025

REFERENCES (not all inclusive)

NRS 201.232, NRS 281.755, NRS 608.0193, NAC 284.5242, NAC 284.5243, NDA Attendance and Leave Policy, CDC Recommendations for Inclusion or Exclusion

POLICY REPLACES A PREVIOUSLY POLICY DATED

This is the first Infants-at-Work and Nursing Mothers Policy, therefore it does not replace a previous policy.

RESPONSIBILITIES

The leadership team, consisting of the director, deputy director and each administrator, shall uphold the policies set forth by the Board of Agriculture.

APPLICABILITY

This policy applies to all employees of the Department of Agriculture.

APPROVED BY:

Director

Date

Board of Agriculture

Date

This policy is not a substitute for relevant law or regulation, nor does it establish additional rights beyond those provided in law and regulation. This policy is intended to be used in conjunction with the state law and the Rules for State Personnel Administration (NRS & NAC 284).