



**DEPARTMENT OF PUBLIC SAFETY  
POLICIES & PROCEDURES**



<b>POLICY NUMBER</b>	
PRS: 25	
<b>EFFECTIVE DATE:</b> 07/03/2007	<b>ORIGINAL ISSUED ON:</b> 07/03/2007
<b>REVISION NO:</b>  ORIGINAL	

**SUBJECT: USE OF BREAST PUMPS IN THE WORKPLACE**

**1.0 PURPOSE**

The purpose of this policy is to safeguard a nursing mother’s right to use a breast pump in the workplace and to allow her a flexible break time in which to use such a pump.

**2.0 POLICY**

It is the policy of the Department of Public Safety to foster the ability of a nursing mother who is an employee of the Department to use a breast pump in a clean and private place near the employee’s workspace. It is the Departments policy to also provide for a simplified and uniform method of requesting and approving flexible break time and to allow for a place for the use of a breast pump.

**3.0 APPLICABILITY**

This policy applies to all employees of the Department of Public Safety.

**4.0 REFERENCES**

- A. Chapter 28, article 20 NMSA 1978 as amended by HP 613 passed by the 2007 Legislature
- B. Title VII of the Civil Rights Act of 1964
- C. 29 C.F.R Part 1604.10

**5.0 DEFINITIONS**

- A. **DPS** – Department of Public Safety
- B. **Breast Pump** - a mechanical device (powered manually or by electricity) that extracts milk from the breast of a woman who is lactating.
- C. **Supervisor** - for purposes of this policy, a supervisor who is a law enforcement or civilian employee of the DPS who is charged with overseeing the work assignments of one or more individuals, whether civilian personnel or commissioned officers, as well as uniformed employees holding the rank of sergeant or higher and the Deputy Secretaries and Secretary of the DPS.
- D. **DPS Building** - Any building owned, leased, or operated by the Department of Public Safety, which includes the Headquarters Offices, Law Enforcement Academy, remote district offices, subdistrict offices, ports of entry, etc.

**6.0 PROCEDURE**

- A. **General Guidelines**

