



STATE OF HAWAII
DEPARTMENT OF TRANSPORTATION
869 PUNCHBOWL STREET
HONOLULU, HAWAII 96813-5097

BREASTFEEDING POLICY STATEMENT

It is the policy of the Hawaii Department of Transportation (HDOT) to ensure that its employees work in an environment that is free of discrimination and harassment. It has been proven that breastfeeding provides important health benefits to both mother and a newborn child. However, barriers have existed in the past that prevent mothers from breastfeeding while at work.

In order to eliminate the bias that exists regarding breastfeeding, HDOT is instituting the following policy, consistent with State Law.

1. All HDOT employees have the right to express milk in the workplace for up to one year after the child's birth.
2. All HDOT employees shall be given a reasonable break time each time the employee has the need to express milk.
3. HDOT will provide a location, other than a restroom, that is shielded from view and free of intrusion from coworkers and the public that may be used by an employee to express breast milk.

Any question of interpretation regarding this Breastfeeding Policy Statement shall be referred to the HDOT Equal Employment Opportunity Specialist at (808) 831-7917 or via email at HDOT-EEO@hawaii.gov.



JADE T. BUTAY
Director of Transportation

May 20, 2019
DATE