
NYC LACTATION ROOM POLICY

Under the New York City Human Rights Law, you have the right to request private and appropriate accommodation for the purpose of expressing breast milk.

Please notify the producer or management that you will need a lactation space during your work days on this production as soon as possible.

You will be advised as quickly as possible, but no later than 5 days from your request, what accommodation can be made within the context of this production. We will make every effort to ensure that a lactation space will be available, clean, free from intrusion, and will meet as many of the following as possible: containing at least one electrical outlet, a surface to place a pump and personal items, and a chair; and is near running water and a refrigerator to store breast milk. Undue hardship is the only basis for failing to provide an appropriate lactation space. Inconvenience is not an undue hardship.

Please note that coordination may be necessary if there are more than one employee requiring accommodation.

You are entitled to reasonable break times to express breast milk. Please schedule your breaks with the producer at the start of each day. You may need to postpone briefly a previously scheduled break to accommodate the shooting schedule. To the extent that your break exceeds 30 minutes, the time may be unpaid.

Please note that we will not tolerate discrimination or harassment against any employee based on the request for or usage of lactation accommodations. If you witness any such discrimination or harassment, please report it immediately.

The existence of this lactation room accommodation policy shall not affect an individual's right to breastfeed in public pursuant to Article 7 (<https://www.nysenate.gov/legislation/laws/CVR/79-E>) of the New York civil rights law.