

Colorado Laws Support Breastfeeding

The primary goal behind breastfeeding laws is to support breastfeeding families and improve the health of Coloradans by reducing barriers to increase breastfeeding duration and exclusivity rates.

Workplace Accommodations for Nursing Mothers Act

The Colorado law (8-13.5-104) requires ALL employers (businesses with one or more employees) to:

- Provide reasonable unpaid break time, or allow an employee to use paid break and/or meal time, each day to express breast milk for their nursing child up to 2 years after the child's birth;
- Make reasonable efforts to provide a private location in close proximity to the work area (other than a toilet stall) where an employee can to express breast milk; and
- Not discriminate against the employee for expressing breast milk in the workplace.

Breastfeeding in Public

The Colorado law (C.R.S. 25-6-302) states:

A mother may breastfeed in any place she has a right to be.

Postponement of Jury Service for a Person Who is Breastfeeding a Child Act

The Colorado law (13-71-119.5) states:

A person who is breastfeeding a child is eligible for up to two 12 month postponements of jury service.

- The judge or jury commissioner may request a physician's note or medical statement in support of the postponement.

Pregnancy Workers Fairness Act

The Colorado law (C.R.S. 24-34-402) requires ALL employers to:

- Provide reasonable accommodations to employees and applicants for health conditions related to pregnancy, physical recovery from childbirth, or a related condition, to perform the essential functions of the job, if requested by the employee or applicant (not required);
- Must engage in a timely, interactive process with employees to determine effective, reasonable accommodations;
- Not deny employment opportunities or discriminate against an employee who requests or uses a reasonable accommodation;
 - The employer may require a note from the employee's healthcare provider