

Workplace Poster
Office of Human Rights (OHR)
Updated: June 1, 2026

The Right to Breastfeed - Employee Rights and Employer Obligations in the Workplace

Breastfeeding Is a Protected Right:

Under the District of Columbia Human Rights Act (“DCHRA”) and related regulations, individuals have the right to breastfeed or express breast milk in any location where they are otherwise permitted to be, and employers must ensure that breastfeeding employees are not discriminated against and are provided with appropriate workplace accommodations. Workplace protections for breastfeeding employees are also included in the District of Columbia Protecting Pregnant Workers Fairness Act (“PPWFA”). You [can read and download the PPWFA Workplace Poster](#) here or by visiting: s.dc.gov/PPW-Workplace-Poster.

Breastfeeding Workers Have the Following Rights:

- The right to breastfeed their child in **any location**, public or private, where the workers have the right to be with their child.
- The right to breastfeed **or** express breast milk.
- The right to be **free from any workplace disciplinary action** because of the exposure of **any part of their breast** during breastfeeding or expressing breast milk.
- The right to be **free from harassment or ridicule** in the workplace because of breastfeeding or expressing breast milk.
- The right to **workplace accommodations** while breastfeeding or expressing breast milk.
- The right to be **free from discrimination or retaliation** because of breastfeeding or expressing breast milk.



Employers Have the Following Obligations to Accommodate Breastfeeding Employees, Unless Doing so Would Create an Undue Hardship, by Taking the Following Steps:

- **Provide** reasonable **daily break periods**, paid or unpaid, **as required by an employee** so the employee may breastfeed or express breast milk for their child to maintain milk supply and comfort. These break periods may run concurrently with any break periods already provided.
- **Provide** a sanitary room or other location near the work area, **other than a bathroom or toilet stall**, where an employee can express breast milk in privacy and security.
- **Provide flexible** schedule, job-sharing, or telecommuting **arrangements**.
- **Allow** the employee to bring into the workplace a **small refrigerator or freezer** for storage.

An **undue hardship** is any action that requires significant difficulty or expense when considered in relation to factors such as the size of an employer's business, its financial resources, and the nature and structure of its organization.

All employers must create a policy for breastfeeding workers and **must post the policy along with this workplace poster** in a conspicuous place. This policy cannot dictate whether the worker's breast or any part of it is covered or uncovered during or incidental to breastfeeding.

How to File a Complaint of Discrimination:

If an employee believes their rights have been violated, they **must file a complaint with OHR within 1 year of the occurrence or discovery** of the violation under the DCHRA or the PPWFA. An employee of the District of Columbia government **must file within 180 days of the occurrence or discovery** of the violation of the DCHRA.

If you have any further questions about the information in this document, please contact us via:

- E-mail: ohr@dc.gov
- In-Person: 441 4th Street NW, Suite 570N, Washington, DC 20001
- Phone: (202) 481-3773
- Online: www.ohr.dc.gov