Lactation Accommodation

It is the policy of the University to support breastfeeding mothers by accommodating their desire or need to express milk during the workday. The Fair Labor Standards Act (FLSA) provides that employees who are not exempt from overtime must be provided with reasonable break time to express breast milk for a nursing child for one year after the child’s birth. Employees who are exempt from overtime may be provided with such breaks as required by state law (if applicable) or at the discretion of the University.

The employee and her immediate supervisor will agree on the times for these breaks. Employees may also utilize any paid break or meal time each day for purposes of expressing milk.

The University may require medical certification to support the stated intent of this policy. Employees wishing to express milk in the workplace are encouraged to provide the Human Resources Office or their supervisor as much notice as possible to allow the opportunity to establish a location and schedule. Human Resources will work with each nursing mother to determine a private area in which they may express milk.

Retaliation, harassment and discrimination in any way against an employee who chooses to express breast milk in the workplace are strictly prohibited.