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## **Nursing Mothers in the Workplace**

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The University of Akron, in compliance with the Federal Patient Protection and Affordable Care Act, adopts this policy to provide a workplace that supports a decision of an employee to breastfeed. The University supports the practice of breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work. Additionally, it is the policy of the University of Akron to prohibit discrimination and harassment of breastfeeding employees who exercise their rights under this policy.

### **Reason for the Policy**

Research has demonstrated that policies that support an employee's decision to breastfeed result in reduced employee turnover, lower employee absenteeism, improved productivity and higher morale. The University wishes to ensure that employees and management are aware of the necessity to communicate and provide reasonable modifications to work schedules that will support an employee's decision to continue to breastfeed upon returning to work after the birth of a child. This policy establishes standards and protocols designed to protect a woman's right to express breast milk for a nursing baby while at work.

### **Applicability of the Policy**

This policy applies to all University employees.

### **Policy Elaboration**

Upon return to work after the birth of a child and for one year thereafter, breastfeeding employees are allowed a flexible schedule that will provide reasonable time to express milk during work hours.

Role of the employee – The employee shall be responsible for the following:

- 1) Contact one of the designated private spaces (see list below) to obtain available time periods for expression of milk on campus, if needed. If an employee needs assistance finding another designated area on campus, please contact the Office of Benefits Administration at 330.972.7090.
- 2) Request and arrange with their supervisor appropriate and reasonable break times or flexible scheduling for expressing milk.

Role of the Supervisor - The supervisor shall be responsible for the following:

- 1) Provide reasonable break times each day or make reasonable accommodations for flexible work schedules for employees wishing to express breast milk.
- 2) Provide a private space with a lock on the door for expressing milk. A bathroom stall or storage area shall not serve as a lactation space. If employees prefer, they may also express milk in their own private offices.
- 3) Assist in providing a positive atmosphere of support for breastfeeding employees.

Contact the current locations to obtain available time periods or to discuss scheduling arrangements for private spaces to be used for expression of milk:

1. Nutrition Center (South Shrank Room 210) at (330) 972-2836
2. McDowell Law Center Room 337 at (330) 972-6359 or (330) 972-6536
3. Student Health Services (Student Rec & Wellness Center Room 260) at (330) 972-7808

## **Contacts**

Questions related to the daily operational interpretation of this policy should be directed

to: Employee Benefits: 330.972.7090

## **Effective Date**

October 1, 2010

Updated: March 8, 2019