Nursing Mothers in the Workplace (30.029)

Introduction
Brown University, in compliance with the Fair Labor Standards Act, adopts this policy to support the health and well-being of employees and their infant children by providing a workplace that supports a decision of an employee to breastfeed.

Policy Statement
The University supports and encourages the practice of breastfeeding and the expression of breastmilk by employees who are breastfeeding when they return to work. Additionally, it is the policy of the University to prohibit discrimination and harassment of breastfeeding employees who exercise their rights under this policy.

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

Responsibilities
**Employee:** The employee is responsible for requesting and arranging with their supervisor appropriate and reasonable break times or flexible scheduling for expressing milk. Employee must provide her own pump, adapter, and accessories as well as a small cooler or insulated bag.

**Supervisor:** The supervisor is responsible for providing reasonable paid break times each day for employees wishing to express breast milk. The supervisor must assist in providing a positive atmosphere of support for breastfeeding employees.

**Department in conjunction with Supervisor:** The department, in conjunction with the supervisor, must provide a private space with a lock on the door for expressing milk.

Procedures
Private space for the expression of breastmilk for employees:

- The supervisor must provide a private space with a lock on the door for expressing milk.
- A bathroom stall or storage area does not serve as a lactation space.
- If employees prefer, they may also express milk in their own private office.

Employee Break Guidelines:

- The length of the break length must be dependent on the amount of travel time to/from the room to be used, 20-30 minutes.
- The number of breaks per day, one every 3-4 hours.
- For non-exempt employees, breaks satisfy break requirements as stated in HR Policy 20.061 - General Conditions of Employment.

Related Policies: General Conditions of Employment
Related Information
For information regarding Lactation Rooms at Campus and Hospital locations, see: Privacy/Lactation Rooms.

Additional Resources.
• Rhode Island Breastfeeding Resource Directory, 2011-2012
• The Rhode Island Breastfeeding Coalition is a coalition of community organizations working to protect, promote, and support breastfeeding in Rhode Island. Members represent local birthing hospitals, health insurance companies, WIC, visiting nurse organizations, Early Head Start Programs, public health clinics, private clinical practices, La Leche League, research organizations, and the Department of Health.
• Breastfeeding and Going Back to Work or School
• Title 23, Chaper 23-13.2-1 Nursing Working Mothers, Section: Rhode Island State Law protecting Nursing Working Mothers
• Breastfeeding wallet card of laws and resources
• The Business Case for Breastfeeding: A comprehensive federal program designed to educate employers and employees about the value of supporting breastfeeding employees in the workplace.
• Work-Life Balance Resources: Find additional information on dependent care, dual career, and other family-friendly resources.
• Warmlines: Most Rhode Island birthing hospitals have “warm-line” phone services that mothers can call after they leave the hospital with questions or concerns about breastfeeding.

Policy Owner Approved by Vice President for Human Resources
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