Lactation Policy

**Scope**
The purpose of this policy is to provide UNK employees and students who are breastfeeding a private place and reasonable break time to express milk.

**Policy Statement**
UNK will provide lactation areas for employees and students who are breastfeeding to express breast milk. Lactation areas will:

1) Be within ten minutes of the mothers’ work and study areas;
2) Be clean and comfortable;
3) Have an electrical outlet, chair, and table for breast pump;
4) Be private, with at least the ability to be shielded from view and free from intrusion;
5) Feature refrigeration units for storage of expressed breast milk;
6) Also include a microwave oven for sanitizing equipment and storage containers;
7) Be located with nearby access to clean running water.
8) Generally be available during the hours the building is open.

In addition, Supervisors/Faculty will work in conjunction with Student Health or Human Resources to provide reasonable accommodations to support the needs of nursing employees and student mothers, including adequate break time.

**Procedures**
1. Contact Student Health for assistance if you are a student.
2. For list of lactation locations contact Lisa Mendoza at mendozalm2@unk.edu
3. If you are an employee, contact Human Resources for assistance.
4. For additional information, questions, or to express concerns, please contact Mary Chinnock Petroski (Chief Compliance Officer/Title IX Officer) or Scott Benson (Human Resources Director).

History
Initial draft 8/2018.