

# North Dakota State University

## Policy Manual

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### SECTION 134.2 LACTATION POLICY

SOURCE: NDSU President

As part of our family-friendly policies and benefits, NDSU supports breastfeeding employees by accommodating the employee who wishes to breastfeed or express breast milk during the workday. NDSU recognizes that supportive breastfeeding policies and practices in the workplace not only benefit the employee but also benefit the child and the employer. Employer benefits include greater workplace productivity, increased organizational loyalty, and increased job satisfaction. Breastfeeding employees experience higher productivity, fewer distractions, lower absenteeism to care for an ill child, and a lower risk of developing breast and ovarian cancer or diabetes. Babies experience immediate and long-term benefits from breastfeeding including better immune system development and tend to have fewer and less severe short-term illnesses and chronic illnesses.

Any employee who wishes to breastfeed or express breast milk in the workplace shall notify the supervisor and discuss any relevant workload or scheduling issues.

Supervisors shall work with their employees and within policy requirements to accommodate an employee who wishes to breastfeed or express breast milk.

1. NDSU shall provide:
  - 1.1 Flexible work scheduling, including scheduling breaks and permitting work patterns that provide time for breastfeeding or expressing breast milk for at least one year after child's birth;
    - 1.1.1.1 After one year of child's birth, continued breaks and work patterns to accommodate breastfeeding or expressing breast milk shall be reviewed and agreed upon with employee's supervisor;
  - 1.2 A convenient, sanitary, safe, and private location, other than a restroom, allowing privacy for breastfeeding or expressing breast milk. If a designated lactation room is not available within reasonable proximity to the employee's workspace, the supervisor will work with the employee to identify and, if needed, modify, an existing non-restroom space to temporarily serve that purpose;
  - 1.3 A convenient, clean, and safe water source with facilities for washing hands and rinsing breast-pumping equipment located in or near the private location.
2. NDSU shall not be required to compensate an employee receiving reasonable break time for any work spent breastfeeding or expressing breast milk.
  - 2.1 Travel time to a lactation room must be considered and may extend the reasonable break time. Supervisors may permit extensions for reasonable break time with options that may include alternate start/stop times to the workday, rearranging break periods, and flexible scheduling. For non-exempt employees, supervisors will need to allow flexibility for employees to be able to earn all paid hours.

Employees experiencing workplace issues related to breastfeeding and lactation space and breaks may file a complaint with the Equity Office, per Policy 156: Discrimination, Harassment, and Retaliation Complaint Procedures. NDSU has the following lactation rooms and support resources available for nursing mothers: <https://www.ndsu.edu/equity/pregnancy/lactation/>

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HISTORY:

New	April 23, 2018
Housekeeping	July 25, 2018