



The
UNIVERSITY
of **VERMONT**

Policy V. 4.2.3.1

Responsible Official: Vice
President for Finance and
Administration

Effective Date: October 26, 2009

Nursing Mothers in the Workplace

Policy Statement

The University of Vermont, in compliance with state law, Nursing Mothers in the Workplace, 21 VSA 305, 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. The University supports and encourages 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 Vermont 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.

Strategic Direction

This policy supports the following goals in the University's Strategic Plan:

http://www.uvm.edu/president/strategic_planning/Strategic%20Plan%202009-2013.pdf

Diversity: Build a diverse and globally aware university community sustained by an inclusive, supportive, and just campus climate.

Institutional efficacy: As an institution, model the highest standard of ethical conduct, public service, and strong commitment to lifelong learning.

Applicability of the Policy

This policy applies to all University faculty and staff.

Policy Elaboration

Upon return to work after the birth of a child and for three years 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) Contacting WorkLife Services at (802) 656-0156 to obtain information regarding locations of designated private spaces for expression of milk on campus, if needed.
- 2) Requesting and arranging 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) Providing reasonable break times each day or make reasonable accommodations for flexible work schedules for employees wishing to express breast milk.
- 2) Providing 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) Assisting in providing a positive atmosphere of support for breastfeeding employees.

Definitions

None

Procedures

Refer to Policy Elaboration section

Forms

None

Contacts

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

HRS, WorkLife Services
Phone: (802) 656-0156.

Individuals who believe this policy may have been violated may contact the:

Office of Affirmative Action and Equal Opportunity
Phone: (802) 656-3368.

The Vice President for Finance and Administration is the University official responsible for the interpretation and administration of this policy.

Related Documents/Policies

Equal Employment Opportunity Policy –
http://www.uvm.edu/~uvmppg/ppg/general_html/affirm.pdf

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Approved by the President on October 26, 2009