

F.43 Lactation Accommodation Policy

Date

10/23

Policy Statement

The University of Southern Indiana ("University" or "USI") is firmly committed to fostering an inclusive, family-friendly work and learning environment by helping employees and students achieve success at work and school, and in their personal lives. In keeping with that commitment and in compliance with federal and state law, the University supports a nursing parent's need to express milk for their infant child while working or learning at USI. Colleagues, management, and teaching faculty are encouraged to be accepting and supportive of nursing mothers.

The Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), which was signed into law in December 2022, extends protections under the Fair Labor Standards Act (FLSA) for nursing employees.

The University provides private, functional locations where a student or an employee can express breast milk. These locations are not located within a restroom, per federal law. For questions about the location and scheduling of lactation rooms, please contact the Recreation, Fitness, and Wellness Center, the University Health Center, or Human Resources.

Contact information:

Chelsea Nall, MS, OTR/L, CSRS, ATP

ADA Coordinator, Human Resources

Wright Administration Building 171

Phone: 812-465-7101

Confidential Fax: 812-461-5284

cmnall@usi.edu

Purpose and Scope

Purpose

To provide an effective means by which employees of the University of Southern Indiana may take federally protected breaks to express breast milk

Scope

All lactating faculty, staff, and student workers at the University of Southern Indiana who require breaks during the workday to express breast milk

Any questions regarding interpretation of the policy or procedures may be referred to the University ADA Coordinator

- Lactation Policy
 - Employees (Faculty, staff, student workers)

- Per federal law, covered employees who have the need to express breastmilk for their own infant children may take reasonable break time each time they need to express milk for up to one-year post-childbirth
- An employer cannot deny a needed break to pump
- The University provides private, functional locations which are not bathrooms to express breastmilk. Per law, these locations must be shielded from view and free from intrusions by coworkers or the public
- The University will either provide a refrigerator (or other cold storage space) for keeping expressed milk until the end of the employee's workday
- Breaks for expressing milk are unpaid unless they correspond to a time that is otherwise available as a paid break
- An employee must be completely relieved from duty during any unpaid break to express breast milk
- Employees may be able to make up any unpaid time with work time subject to supervisory approval
- This policy does not accommodate breastfeeding children during working hours or expressing milk for purposes other than to feed the employee's own child
- Students
 - Student mothers are encouraged to plan class schedules effectively so that their needs to express milk do not ordinarily interfere with adhering to each class's schedule
- Students have equal access to lactation spaces on campus
- Violations of PWFA Policy on Employment/Complaint Procedure
 - Employees, students, or community members who believe that the University has not met its obligations under the FLSA and PUMP Act should contact the University's ADA Coordinator, who is responsible for coordinating the University's efforts to comply with the PUMP Act, PWFA, and all relevant disability -related federal, state, and local laws. The ADA Coordinator will refer complaints to the appropriate University office for investigation.

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- In addition, the Institutional Equity Office works with the USI community in implementing and upholding policies and practices that are consistent with federal and state mandates as well as existing University policies regarding equal access, equal employment, and educational opportunity for all persons, without regard to race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, gender identity, gender expression, genetic information, disability, or veteran status.

Institutional Equity Office
Chelsea Givens
Affirmative Action Officer / Title IX Coordinator
Wright Administration Building, 171A
Phone: 812-464-1703
Email: USI.equity@usi.edu

Additional Contacts

University of Southern Indiana Human Resources

Wright Administration Building, FA 166
Phone: 812-464-1815
Fax: 812-465-1185
Confidential Fax: 812-461-5284

Email: humanres@usi.edu