

Lactation Policy Q&A for Supervisors/Managers/Departments

Why should I support a nursing mother?

Support for nursing mothers has shown to result in improved productivity, a boost in employee morale and increased loyalty to employers. By providing a dedicated lactation space and lactation support, the University can more successfully recruit and retain valuable faculty, staff and students. We also have a legal obligation to provide mothers with a private, non-bathroom space as specified in the Affordable Care Act and State law.



What am I required to do?

In addition to providing a private, non-bathroom space, employers are also required to provide release time for the mother in order to express breast milk. The University encourages the use of paid time off, and being flexible with schedules. See the [Lactation Policy Procedures](#) for additional information.

What if I have visitors at my site that need a place to pump breast milk?

If there is not a dedicated lactation space in your building, consider another one that may be nearby, or identify a temporary space using someone's office or other non-restroom space.

[UConn list of locations](#)

[Health Center list of locations](#)

What is my responsibility to maintain the designated lactation room in my building?

The lactation room should be included in the daily/weekly maintenance and cleaning schedule. It is also helpful to have someone periodically check out the room to see if all appears to be in order. Many departments stock the room with cleaning supplies such as paper towels and wipes to help keep the area clean.

How long does it take for a mother to pump breast milk? How many times a day should I expect her to be away from the worksite?

The amount of time needed will vary according to the individual needs of each mother, the type of equipment that is used, and the stage at which the mom is breastfeeding (e.g. a young infant versus a child who is 6-12 months old). The more relaxed and secure the environment, the better chance the mother will have for the pumping experience to be efficient. An estimated amount of time away from the work site is 30-40 minutes, which generally includes travel time, time to pump (20-30 minutes), and time to clean up afterward. Most moms

Can the Lactation room also be used by someone who is not a lactating mother?

Yes, departments can identify the lactation space as a “Lactation/Wellness” room allowing it to be multi-purpose. This allows others, who may have religious, medical or special needs for a private, non-bathroom space, to have a place to go. If the space is not dedicated to the nursing mothers’ use, a space must be available for a nursing mother when needed to meet the statutory requirement. Departments have to monitor this closely to be sure the room is not being used as a personal “lounge,” making the room unavailable for moms who need to pump breast milk regularly.

Who do I contact if I have questions or concerns?

Call Human Resources at 860-486-8306 or email worklife@uconn.edu.