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**Responsible University Office:**  
*Office of Equity and Compliance*

**Responsible University Administrator:**  
*Sr. Advisor to the Chancellor*

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## Lactation Policy

**POLICY CONTENTS**  
Scope  
Policy Statement  
Procedures  
Definitions  
Additional Contacts  
History

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### 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.

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### 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.

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### 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](mailto: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).

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## History

Initial draft 8/2018.