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Office of Equity and Compliance

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Lactation Policy

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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.

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.

Procedures

1. Contact Student Health for assistance if you are a student.
2. For list of lactation locations contact Kate DeBord at debordk15@unk.edu.

3. If you are an employee, contact Human Resources for assistance.
 4. For additional information, questions, or to express concerns, please contact Alex Straatmann (Chief Compliance Officer/Title IX Officer) or Scott Benson (Human Resources Director).
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History

Initial draft 8/2018.

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