

Lactation Policy

Policy Number 40002.1

Type of Policy: Administrative

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Reason for Policy

The purpose of this policy is to provide employees and students who are breastfeeding a private place and reasonable break time to express breast milk for their nursing child. This policy is in accordance with relevant laws and regulations regarding breastfeeding in the workplace.

Applies to

All breastfeeding employees and students on the SUNY Cobleskill campus.

Definitions

Lactation Area: A space on the SUNY Cobleskill campus that is either dedicated or temporarily established to accommodate the needs of those who are breastfeeding. The room must be clean, private (the ability to be shielded from view and free from intrusion), comfortable space with an electrical outlet, chair, table for breast pump, and nearby access to clean running water.

Lactation Breaks: Breaks during the workday for employees who have requested lactation accommodations.

Policy Statement:

Every nursing mother deserves access to a safe, hygienic, and convenient space to pump in the workplace.

Policy:

SUNY Cobleskill is committed to providing a supportive environment that enables employees and students to express breast milk in a private place, with reasonable break time ("lactation break"), and in a location within five minutes of their work and study areas.

Consistent with The Patient Protection and Affordable Care Act or Affordable Care Act (Section 4201), this campus requires the provision of a lactation area, other than a bathroom, that may be used by an employee or student to express milk.

Additionally, New York State Labor law (Chapter 574, Section 206-c) Breastfeeding employees are guaranteed the right to pump at work for three years after giving birth. They have the right to use paid breaks or mealtimes, or reasonable unpaid break times, to pump milk.

The State of New York at Cobleskill prohibits discrimination, harassment, and retaliation against breastfeeding persons who exercise their rights under this policy. For more information, see University Policy Against Discrimination, Harassment and Related Interpersonal Violence.

Enforcement:

Violations of this policy may result in appropriate disciplinary measures in accordance with University Policies and applicable collective bargaining agreements.

Policy History

Adopted November 26, 2019

Procedures

SUNY Cobleskill Health Lactation Procedures: <https://www.cobleskill.edu/about/offices-services/human-resources/pdf/lactation-policy-procedure.pdf>