

	FGCU POLICY 3.056	Responsible Unit: Human Resources
	Lactation Rooms	

A. POLICY STATEMENT

Florida Gulf Coast University (FGCU) strives to create a workplace that is both productive and supportive of its faculty, staff, and student employees in their familial roles. FGCU recognizes the benefits of workplace support for breastfeeding mothers, and supports employees who choose to continue breastfeeding upon returning to work following the birth of a child.

B. REASON FOR POLICY

The purpose of this Policy is to provide nursing mothers who are employees with a private place and reasonable break time to express breast milk for her nursing child after the child’s birth, in accordance with federal law.

C. APPLICABILITY AND/OR ACCOUNTABILITY

This Policy applies to all employees of the University.

D. PROCEDURES

1. Designated Locations
 - a. A private room, which is sanitary, located near a sink with running water for washing hands and rinsing equipment, and is equipped with an electrical outlet, shall be available for employees to express milk. If employees prefer, they may also breastfeed or express milk in the privacy of their own private office or another comfortable private location agreed upon in consultation with their supervisor.
 - b. FGCU has designated a centrally located room for nursing mothers to express milk. Employees may contact the Director of Operations in the Office of the Vice President for Administrative Services & Finance, to coordinate access to the lactation room.
2. Employees are responsible for notifying their immediate supervisor of the need to leave their assigned work area to utilize an appropriate lactation space.
3. Supervisors are responsible for providing adequate time for mothers to express milk, as needed, as well as time for cleaning up and storing the milk.

Authority

BOG Regulation 1.001, University Board of Trustees Powers and Duties

History of Policy

New 01/25/21

APPROVED:

*s/Michael V. Martin
Michael V. Martin, President

January 25, 2021
Date