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# Lactation Support at Emory University



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## I. Lactation Support at Emory University

Emory University recognizes that breastfeeding is the method of choice for many new parents. The University also realizes that when someone makes the decision to return to work after having a baby, they face challenges with the decision to continue nursing. Emory is committed to supporting nursing parents and their children. Numerous studies have demonstrated breastfeeding's considerable health benefits for both babies and parents. For this reason, the university provides a wide range of resources to make breastfeeding a convenient option for parents who work or study at Emory.

## II. Federal Law

In accordance with the Patient Protection and Affordable Care Act, which amended section 7 of the Fair Labor Standards Act ("FLSA"), Emory employees must be allowed reasonable break time to express breast milk for a nursing child.

Emory must also provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

### **Affordable Care Act:**

#### **SEC. 4207. REASONABLE BREAK TIME FOR NURSING MOTHERS.**

Section 7 of the Fair Labor Standards Act of 1938 (29 U.S.C. 207) is amended by adding at the end the following:

- (1) An employer shall provide—
  - (A) a reasonable break time for an employee to express breast milk for he nursing child for 1 year after the child's birth each time such employee has need to express the milk; and
  - (B) a place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public, which may be used by an employee to express breast milk.
- (2) An employer shall not be required to compensate an employee receiving reasonable break time under paragraph (1) for any work time spent for such purpose.
- (3) An employer that employs less than 50 employees shall not be subject to the requirements of this subsection, if such requirements would impose an undue hardship by causing the employer significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer's business.
- (4) Nothing in this subsection shall preempt a State law that provides greater protections to employees than the protections provided for under this subsection."

## Georgia-specific Legislation:

### **Ga. Code An. § 31-1-9**

The breastfeeding of a baby is an important and basic act of nurture which should be encouraged in the interests of maternal and child health. A mother may breastfeed her baby in any location where the mother and baby are otherwise authorized to be.

### **Ga. Code An. § 34-1-6**

- (a) As used in this Code section, the term 'employer' means any person or entity that employs one or more employees and shall include the state and its political subdivisions.
- (b) An employer may provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The employer may make reasonable efforts to provide a room or other location (in close proximity to the work area), other than a toilet stall, where the employee can express her milk in privacy. The break time shall, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time under this Code section if to do so would unduly disrupt the operations of the employer.

For information about breastfeeding legislation across the United States, visit [National Conference of State Legislatures Breast State Laws](#).

## III. Emory University Lactation Policy

### [Policy 4.91 Lactation Support](#)

## IV. Benefits of Supporting Nursing Parents

According to the [Business Case for Breastfeeding](#), employees whose companies provide breastfeeding support consistently report improved morale, better satisfaction with their jobs, and higher productivity. Employees are more satisfied, loyal, and likely to continue working with the company. According to the study, breastfeeding employees miss work less often because their infants are healthier: "Human milk boosts an infant's immune system and helps protect them from common childhood illnesses, infections, and dermatitis," it says. Another study by the [National Business Group on Health](#) produced the same results.

## V. Establishing a Lactation Room

An adequate lactation room should be a private room (not a bathroom) and might have the following features:

- A door that locks from the inside
- A comfortable chair, made of easy to clean material, that provides sufficient back support and is sized so that the average woman's feet can touch the floor
- Floor-to-ceiling walls
- Cleaning supplies and hand sanitizer
- A sink, soap, and paper towels to rinse and clean out parts
- Easy access to electrical outlets and a flat surface on which to rest the breast pump
- A nice décor with light, pictures, and decorations that encourage relaxation

## VI. Photos of Lactation Rooms

### Proper Lactation Rooms



The above image depicts the Lactation Room at the Development and Alumni Relations Building at 1762 Clifton Road, room 1406. This is a good example of a Lactation Room because it is in compliance with federal law and Emory policy. It has an outlet, a sink nearby with cleaning wipes, a special key for access to prevent non-nursing employees from using the space, proper signage, a breast pump, a room manager with contact information visible, and up-to-date resources/reading materials in the room.



The above image depicts the Nursing Nest at the Center for Women at Emory, located in Cox Hall. It is an excellent lactation room because it has proper signage, comfortable chairs and a relaxing atmosphere, at least one breast pump, up-to-date reading materials and resources, a closed room with a lockable door, cleaning supplies and hand sanitizer, and access to nearby areas to store milk.

## Improper Lactation Room



The above image depicts a very poor lactation space in the Schatten Gallery in the Woodruff Library. It is constructed by folding doors that partition a section of the breezeway leading into a restroom. There is a severe lack of privacy, no door, and no ability to lock from the inside. There is no nearby outlet and no provided breast pump. There is no proper signage, no place to store milk, and no room manager contact information displayed.

## VII. Current Lactation Rooms at Emory University

Please see [Campus Locations List](#) or the [Emory Lactation Rooms map](#) for current lactation rooms at Emory University.

## VIII. Frequently Asked Questions

### **Does my lactation room have to have a lockable door?**

Yes. Emory University policy states that your lactation room must have a lockable door.

### **Can more than one nursing parent be in the room at a time?**

It is up to the nursing parent's discretion. Some parents do not mind having other nursing parents in the room, but some do. If a parent would like their privacy, that must be respected by the manager of the room as well as other nursing parents.

### **How long can a nursing parent remain in the room?**

The nursing parent may remain in the Lactation Room for as long as they need for their nursing purposes. It is not up to the room manager to allot time to parent or regulate the use of the room.

### **What happens if the room is occupied by a nursing parent and another parent needs to use the room?**

If the nursing parent in the Lactation Room would like to remain in the room by themselves, the other parent arriving at the room can either wait for the parent in the Lactation Room to finish, or they can go to one of the other Lactation Rooms on campus. In this guide, you will find a list of the other Lactation Rooms on Emory's campus. You may share this list with the nursing parent.

### **Where can we post information about our Lactation Room?**

If you establish a Lactation Room in your office space, please email the Center for Women at [cwe@emory.edu](mailto:cwe@emory.edu) so that they can update their [Campus Locations List](#) on their website. You may also contact Audrey Adelson at the Emory WorkLife Resource Center at [audrey.adelson@emory.edu](mailto:audrey.adelson@emory.edu) so that it can be added to the [Emory Lactation Rooms map](#).

### **What are the benefits of having a Lactation Room?**

Lactation Rooms help Emory's community thrive by showing nursing parents that we are committed to their wellbeing and comfort. By supporting this mission with your management of a Lactation Room, you are helping the Emory uphold some of its core values.

### **Where are the other Lactation Rooms located on campus?**

To see where Lactation Rooms are located on campus, see the section of this guide entitled "Current Lactation Rooms at Emory University" or visit the Center for Women at Emory's website and see the [Lactation Rooms Map](#) under the "Lactation Support" section of their website.

### **Does my Lactation Room have to be open during certain hours?**



Lactation Rooms are open during the hours of the office or building in which they reside. You do not have to extend the hours of your office or building to accommodate a Lactation Room.

**Do the lactation rooms have a refrigerator where I can store my milk?**

Lactation rooms should have a refrigerator nearby where you can store your milk. However, since breast milk is safe to store for 4-6 hours at room temperature, it is encouraged that lactation rooms do not individual or mini-fridges inside them. Emory University is committed to sustainability and keeping the environment clean, and mini-fridges are especially damaging.

**What is a hospital-grade breast pump?**

A hospital grade breast pump is a multi-user breast pump. These devices are more powerful than single-user breast pumps and can require a shorter pumping time. Some of Emory University's lactation rooms have hospital-grade breast pumps and some do not. Nursing parents are encouraged to bring their own kits to supplement the provided breast pumps.

**Who is eligible to use a Lactation Room?**

Any nursing parent affiliated with Emory University is eligible to use Emory's Lactation Rooms. This includes students, staff, faculty, and visitors.

## IX. Additional Information and Resources

**Emory Resources**

- [Policy 4.91 Lactation Support](#)

**Non-Emory Resources**

- National Women's Health Information Center <https://www.womenshealth.gov/>
- United States Breastfeeding Committee <http://www.usbreastfeeding.org>
- La Leche League <http://www.llli.org>
- Georgia Breastfeeding Coalition <http://georgiabreastfeedingcoalition.org>