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|  | Responsible Executive: Vice President and Chief Human Resources Officer | |
| | Responsible Office: Equity and Access Office | |
| | Effective Date: 5/1/2023 | Last Revised: 8/26/2024 |
| | Policy Title: Lactation Accommodation | |

Definitions

Lactation Room: a comfortable, private room, other than a bathroom or locker room, containing a supportive chair, a table, an accessible electrical outlet, and a door that can be locked from the inside.

Policy

Students and employees will be provided with reasonable breaktime and a suitable Lactation Room to express breast milk for at least one year following the birth of a child.

The Equity and Access Office (EAO) manages the University’s Lactation Rooms to ensure that spaces are available for those who need them. If a member of the University community needs assistance identifying and accessing appropriate lactation spaces and/or confirming rights and responsibilities under this policy, they should contact EAO.

EAO treats access to Lactation Rooms and the availability of reasonable break time to use them as an accommodation and works with the employee/student and their supervisor/faculty member to ensure compliance with this policy and related laws. EAO notes that the needs of an individual may vary depending on several factors, including proximity to an appropriate Lactation Room. EAO will also consult on other impacts of these breaks such as paid status, make-up of academic work, and other factors. Retaliation for requesting or utilizing the rights under this policy is prohibited.

Individuals utilizing this policy will endeavor to schedule such breaks during authorized class breaks, lunch periods, and break times provided. However, when such breaks are inadequate or impractical, EAO will work with those impacted to find reasonable, flexible, and mutually agreeable solutions consistent with supporting the individual’s decision to breastfeed and the requirements of this policy.

EAO will also work with students and employees at locations other than the Flagstaff campus to identify appropriate solutions for their use of appropriate lactation spaces or other accommodation.

This policy will be interpreted consistent with other relevant University policies including the Nondiscrimination and Anti-Harassment Policy and HR Policy 5.11 (Visitors/Children in the Workplace).

Related Information*

- [Nondiscrimination and Anti-Harassment Policy](#)
- [HR Policy 5.11 Visitors/Children in the Workplace](#)
- [NAU Lactation Spaces](#)
- Patient Protection and Affordable Care Act (ACA), 42 U.S.C. 18001 (2010)
- Fair Labor Standards Act (FLSA), 29 U.S.C. 207 (as amended by the PUMP Act for Nursing Mothers).
- Title IX of the Educational Amendments of 1972, as amended.

Policy History*

8/26/2024: Policy revised.

* Related Information and Policy History are solely for the user's convenience and are not part of the official university policy.