

**Lyndon State College**  
***Policies and Procedures***

**TITLE: Breastfeeding Policy**

*Policy*   Procedure   Rule   Regulation   Form

No. 262

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Ref: Personnel.

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Approval: 

**Policy Statement**

Lyndon State College, in compliance with state law, Nursing Mothers in the Workplace, 21 VSA 305, adopts this policy to support the health and well-being of employees and their infant children by providing a workplace that supports a decision of an employee to breastfeed. The College supports and encourages the practice of breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work. Additionally, it is the policy of Lyndon State College to prohibit discrimination and harassment of breastfeeding employees who exercise their rights under this policy. This policy establishes standards and protocols designed to protect a woman's right to express breast milk for a nursing baby while at work.

Upon return to work after the birth of a child and for three years thereafter, breastfeeding employees are allowed a flexible schedule that will provide reasonable time to express milk during work hours.

The employee shall be responsible for the following:

- 1) Contacting Human Resources (ext. 4865) to obtain information regarding locations of designated private spaces for expression of milk on campus, if needed. If employees prefer, they may express milk in their own private offices. A bathroom stall or storage area shall not serve as a lactation space.
- 2) Requesting and arranging with their supervisor appropriate and reasonable break times or flexible scheduling for expressing milk.

The supervisor shall be responsible for the following:

- 1) Providing reasonable break times each day or make reasonable accommodations for flexible work schedules for employees wishing to express breast milk.
- 2) Assisting in providing a positive atmosphere of support for breastfeeding employees.