

<b>Policies of the University of North Texas</b>	Chapter 05
<b>05.071 Nursing Mothers</b>	<b>Human Resources</b>

**Policy Statement.** UNT supports the practice of expressing breast milk and shall make reasonable accommodations for the needs of employees who express breast milk during their workday.

**Application of Policy.** All employees.

**Definitions.**

1. **Employee.** “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity as faculty or staff, or who is required to be a student as a condition of employment.

**Procedures and Responsibilities.**

- I. Any employee who is breastfeeding their child will be provided a reasonable amount of break time to express milk as needed.
- II. UNT shall provide employees with designated areas that are not public restrooms, shielded from view and free from intrusion, with a door that locks from the inside.
- III. The designated areas shall be furnished with a chair, table, and an electric outlet to accommodate the employee’s ability to express breast milk.
- IV. The location of these areas shall be listed on the websites of the Office of Equal Opportunity and the Office of System Human Resources.
- V. Employees are responsible for storage and preservation of their expressed milk while on campus.
- VI. A supervisor may not take adverse employment action, discipline, or otherwise discriminate against, an employee because the employee has asserted the employee’s right under this policy. Any employee who believes they have been discriminated against as defined by UNT policy 16.004 may file a complaint with the Office for Equal Opportunity.

**References and Cross-references.**

Texas Government Code Chapter 619  
Patient Protection and Affordable Care Act (PPACA)  
FLSA Section 15(a)(3)  
UNT Policy 16.004 Nondiscrimination/Equal Opportunity, Affirmative Action, and Non- Retaliation

Approved: 08/15/2016  
Effective: 08/15/2016  
Revised: