

The University of North Texas at Dallas Policy Manual	Chapter 5
5.037 Lactation Support	Human Resources

Policy Statement. This policy provides guidelines to establish accommodations for employees who must express breast milk periodically during the work day. This policy supports a healthy work/life balance and the health and wellness of employees and is in compliance with the Patient Protection and Affordable Care Act and in accordance with H.B. 786, Section 1, Chapter 619, effective September 1, 2015.

Application of Policy. This policy applies to all permanent and temporary employees of UNT Dallas.

Procedures and Responsibilities.

1. The University shall provide a secured room with privacy and allow adequate time for employees who are nursing mothers to express breast milk.
2. The employee shall be allowed a reasonable amount of break time to express breast milk as needed.
3. A space shall be provided; other than a bathroom, shielded from view and free from intrusion from other employees and the public, so the employee may express breast milk in privacy.
4. The designated space shall be furnished with a chair, small refrigerator, side table, floor lamp, and coat rack to accommodate the employee and breast pumping equipment.
5. The location and purpose of the room(s) shall be listed on the University’s Work Life & Wellness website.
6. A supervisor may not discipline, including suspend or terminate the employment of, or otherwise discriminate against, an employee because the employee has asserted the employee’s right under this policy.

Approved: 5/16/16
Effective: 5/16/16
Revised:
