

## Proposed Policy Outline:

### I. Purpose:

The purpose of the policy is to establish guidelines and provide a supportive environment for employees who breastfeed after returning to work.

### II. Applies To:

All Staff, Faculty and Student Employees of the University of Oklahoma.

### III. Campus:

Norman, Health Sciences Center, and Tulsa.

### IV. Scope/Procedure:

The University supports meeting the needs of nursing mothers in the workplace. OU will make reasonable effort to assist employees who are breastfeeding after returning to work in the following ways:

#### A. Break time

Employees should be provided flexible and reasonable breaks as frequently as needed to facilitate breastfeeding or breast milk expression. This time should not seriously disrupt normal work operations. If the time exceeds the normal time allowed for lunch and breaks, employees may consult with their manager to adjust work hours, as necessary, or use available paid leave in accordance with University policy.

#### B. Location

Reasonable effort will be made to provide the employee a comfortable and private location (other than a bathroom) that is shielded from view and free from intrusion close to an employee's work area with an electrical outlet to express breast milk, as well as access to a nearby clean water source and a sink for washing hands and rinsing breast pump equipment. Designated lactation rooms and access information for each campus can be found at <https://hr.ou.edu/Employees/Balancing-Work-Life/Nursing-Mothers>.

#### C. Environment

When possible, employees should have access to a refrigerator for the storage of expressed breast milk. Breast milk should be stored in a refrigerator designated for food and not for medication. Sealed containers of breast milk must be labeled with the employee's name and date.

#### D. Resources

Breastfeeding information and lactation consultant support is available 24/7 via the Oklahoma Breastfeeding Hotline.

- Call: 1.877.271.MILK(6455)
- Text: OK2BF to 61222

Additional information is available at:

- [https://www.ok.gov/health/Family\\_Health/Breastfeeding/index.html](https://www.ok.gov/health/Family_Health/Breastfeeding/index.html)
- <https://www.oumedicine.com/oumedicine/adult-services/women's-health/pregnancy/breastfeeding>