



ADMINISTRATIVE POLICY STATEMENT

Policy Title: Lactation Space

APS Number: 3005

APS Functional Area: **FACILITIES**

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| Brief Description: | This policy requires the development and implementation of campus lactation policies. |
| Effective: | March 15, 2022 |
| Approved by: | President Todd Saliman |
| Responsible University Officer: | Vice President and Chief Financial Officer |
| Responsible Office: | Vice President and Chief Financial Officer |
| Policy Contact: | Senior Director of Capital Assets, 303-860-6205 |
| Supersedes: | N/A |
| Last Reviewed/Updated: | March 15, 2022 |
| Applies to: | All Campuses and System Office |

Reason for Policy: The policy demonstrates the university’s support for parents attending classes, working, or visiting a CU campus and requires accessible and equitable spaces for lactating parents.

I. INTRODUCTION

This policy requires the development and implementation of campus lactation policies. For purposes of this policy – the System Office at 1800 Grant Street is considered a “campus”.

II. POLICY STATEMENT

- A. Each campus shall develop and implement a lactation policy.
- B. Campus lactation policies shall:
 - 1. Outline the strategy used to determine the target number and location of lactation spaces on a campus.
 - a. Direct that program plans for new construction and major renovation projects evaluate the need for additional *lactation rooms*.
 - 2. Provide information about how lactation spaces are accessed.
 - a. Determine the level of access for different user types: student, employee, visitor.
 - 3. List minimum room amenities.
 - a. Minimum room amenities shall include:
 - i. an electrical outlet,
 - ii. a comfortable chair,
 - iii. a table or counter,

- iv. access to nearby running water, and
 - v. privacy.
 - b. Additionally, minimum room amenities shall include or address how access will be provided to refrigeration.
4. Identify the group responsible for administering the policy.
 - a. Specify roles and responsibilities for controlling access, cleaning and maintaining lactation spaces, and addressing complaints.
5. Include a plan for periodic assessment of and reporting on the number, quality, and control of lactation spaces.

III. DEFINITIONS

Italicized terms used in this APS are defined below.

- A. *Lactation room*: A lactation room is a place where a lactating parent can pump breast milk in private. Bathrooms are unacceptable as lactation rooms.

IV. OTHER RESOURCES

- A. Colorado Revised Statute § 25-6-301 and § 25-6-302 outline various health benefits for mother and child associated with breastfeeding and give mothers the right to breastfeed in any place they have a right to be.
- B. Colorado Revised Statute § 8-13.5-102 and § 8-13.5-104 outline various health benefits for mother and child associated with breastfeeding and require an employer to provide reasonable break time for an employee to express breast milk for her nursing child for up to two years after the child's birth. An employer must make a reasonable effort to provide a place, other than a toilet stall, for employees to express breast milk in private.
- C. Per Section 7 of the FLSA, federal law requires employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

V. HISTORY

- Adopted: March 15, 2022.
- Revised: N/A.
- Last Reviewed: March 15, 2022.