



**CAMPUS ADMINISTRATIVE POLICY JUSTIFICATION**

**Policy Title:** Lactation Policy

**Policy Number:** 3041      **Functional Area:** General Administration

**Date Submitted:** January 14, 2021

**Proposed Action:** Approve New Policy

**Brief Description:** This policy is for students and employees who wish to breastfeed or express breastmilk on the CU Denver campus or the CU Anschutz campus.

**Desired Effective Date:** March 1, 2021

**Last Official Review:** N/A (New Policy)

**Reviewing Office:** Executive Vice Chancellor for Administration and Finance  
CFO, University of Colorado Anschutz Medical Campus  
Senior Vice Chancellor for Administration and Finance |  
CFO, University of Colorado Denver

**Responsible Officer:** Legal Office

**Policy Contact:** Kimberly Spiering

**Applies to:** CU Anschutz  
CU Denver

**Reason for Policy:** The University of Colorado Denver | Anschutz Medical Campus (“university”) has adopted this policy for students and employees who wish to breastfeed or express breastmilk on the CU Denver campus or the CU Anschutz campus.

**I. REASON FOR PROPOSED ACTION AND SUMMARY OF CHANGES**

The university recognizes that reasonable and appropriate adjustments should be considered and offered for students or employees wishing to lactate in order to optimize performance in the classroom or workplace, as applicable. As a result, the university endeavors to provide time, space and reasonable adjustments to the university’s work or educational programs in order to support students and employees who choose to breastfeed or express breastmilk.

## **II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW**

Executive Vice Chancellor for Administration and Finance | CFO, University of Colorado Anschutz Medical Campus (T. Carrothers)  
Senior Vice Chancellor for Administration and Finance | CFO, University of Colorado Denver (J. Sobanet)  
Associate Deans (1-19-21)  
Faculty Assembly (1-19-21)  
Staff Council (1-19-21)  
Student Government (1-19-21)  
Student Affairs (1-19-21)  
Chief Human Resources Officer, CU Denver | CU Anschutz (C. Brownawell)  
Associate Vice Chancellor of Diversity, Equity, Inclusion & Community Engagement, CU Anschutz (R. Richards, 1-13-21)  
Asst Vice Chancellor for Student Affairs, CU Anschutz (J. Gascoigne, 1-13-21)  
HR Director of Employee Performance and Development (D. Kasyon, 1-13-21)  
CU Denver | CU Anschutz Title IX Coordinator, Office of Equity (W. Dewese, 1-13-21)  
Special Assistant to the Provost (J. Taylor, 1-15-21)  
Policy Coordination Manager (M. Heredia, 1-14-21)

## **III. LEGAL REVIEW**

Legal is involved in the drafting of this policy (K. Spiering, 1-13-21)

## **IV. FISCAL REVIEW**

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? **No**