

# Lactation Support Program

## 1. Statement of Principle

1.1 UNMC recognizes the importance of supporting employees and students who choose to continue breastfeeding upon returning to work or academic activities. UNMC acknowledges the established health benefits associated with breastfeeding and is committed to fostering an environment that supports lactating individuals.

1.2 UNMC shall provide private, accessible, and reasonably comfortable lactation spaces for employees and students who need to express breast milk while on campus and separated from their infant. These spaces will be made available in accordance with applicable laws and institutional procedures.

## 2. Break Time for Nursing Mothers under the FLSA

2.1 UNMC shall provide reasonable break time for an employee to express breast milk for the employee's nursing child for up to 1 year following the child's birth, each time the employee has need to express milk.

2.2 UNMC shall also provide a location, other than a restroom, that is shielded from view, free from intrusion by coworkers and the public, and suitable for use by an employee to express breast milk. Such space shall be made available in compliance with legal requirements and institutional procedures.

## 3. Time and Location of Breaks

3.1 UNMC shall provide a reasonable amount of break time for a nursing mother to express breast milk as frequently as needed. The frequency and duration of such breaks may vary based on individual need.

3.2 UNMC, in collaboration with Nebraska Medicine, is committed to providing appropriate facilities and support for nursing mothers. Certified lactation consultants are available through Nebraska Medicine and may be contacted at 402.559.6363 for assistance and guidance.

## 4. Current Available Facilities

<https://www.unmc.edu/titleix/lactation/index.html>

## **5. Coverage and Compensation**

5.1 Under the Fair Labor Standards Act (FLSA), UNMC is not required to compensate nursing employees for break time taken specifically for the purpose of expressing breast milk. However, if UNMC provides paid break periods to employees, an employee who uses an otherwise paid break to express breast milk will be compensated in the same manner as other employees who take paid break time.

## **6. Time Away from Work**

6.1 Supervisors are encouraged to be flexible and provide reasonable accommodations to support the needs of nursing mothers. For some employees, expressing breast milk may be a physical necessity. Employees may work with their supervisors to adjust or flex their work schedules to accommodate lactation needs. For questions regarding lactation facilities or arranging reasonable break time, please contact Human Resources/Employee Relations at [employeerelations@unmc.edu](mailto:employeerelations@unmc.edu).