
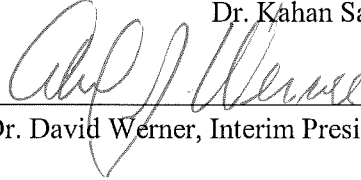


EDINBORO UNIVERSITY OF PENNSYLVANIA

Policy: **NURSING MOTHERS**

Policy No.: **C067**

Recommended for Approval by 
Dr. Kahan Sablo, Vice President for Student Affairs

Approved by  on 6/15/2016
Dr. David Werner, Interim President Effective Date

Review Date: As Required

INTENT

In compliance with the Federal Patient Protection and Affordable Care Act, the purpose of this policy is to provide reasonable break time and a private space for nursing mothers to express breast milk while at work.

POLICY

Employees may be permitted to use designated breaks and meal periods to express breast milk. Managers and supervisors should be flexible in allowing employees to adjust break times as needed.

PROCEDURES

The Parenting Resource Room in the Ghering Health and Wellness Center has two private areas that have been designated as nursing mother rooms. In the event that this space is not readily available, Edinboro University will offer reasonable accommodations to express breast milk.

Managers and supervisors should approve additional paid or unpaid leave in the event that an employee needs additional time beyond the break and meal period. Employees may be requested to notify the Office of Human Resources and Faculty Relations of the need to use other areas so that times may be coordinated for use with other normal operations.

CONTACT INFORMATION

Contact	Office	Address	Telephone
Director	Human Resources	Reeder Hall	814-732-2703
Director	Health & Wellness Center	McNerney Hall	814-732-2743