

Resolution 2016-2017-12 Availability of Lactation Rooms for UCF Women

Whereas, UCF currently has 7 publicly available lactation rooms: one is on the College of Medicine campus at Lake Nona, one is in Research Park at the College of Nursing University Tower building, and five on the main campus. The main campus rooms are located in the Global UCF Building, Physical Science Building, Engineering 1 Building, COHPA, and the Recreation and Wellness Center. On the main campus, these rooms are clustered on the north and east sides of the campus; and

Whereas, UCF Human Resources procedures document entitled, "Break Times and Locations for Nursing Mothers, Effective December 2010", states that the University of Central Florida will provide a supportive environment to enable breastfeeding employees to express their milk during working hours; and

Whereas, UCF currently does not provide sufficient and equitable access to lactation rooms for large population of UCF women who may need to express their milk post-delivery, including UCF women faculty (782), UCF women staff (2363), and UCF women students (35,508); and

Whereas, this lack of lactation rooms has economic implications for UCF, as reported by the 2010 University of Rhode Island report of "College and University Lactation Programs", including a \$3 cost savings for every \$1 invested in breastfeeding support, parental absenteeism is 3X higher for formula-fed infants compared to breastfed babies, companies with an employee lactation support program experience less turnover and lower losses of employees after childbirth, and companies with lactation rooms are also rewarded with higher satisfaction, loyalty and morale; therefore

Be It Resolved that the Faculty Senate encourages the administration to follow the guidelines put forth by the U.S. Department of Health and Human Services, US Office of Personnel Management, and National Institute of Health as well as the US Department of Labor for working women which recommends 6 lactation rooms for every 1000 women employees (Attachment 1), and there be lactation room access within a 5-minute walk for the employee. At a minimum, UCF should triple the number of lactation rooms available to women employees on the main campus through designating space in planned constructions and retro-fitting rooms in existing buildings, especially on the west and south sides of campus; and

Be It Further Resolved that the Faculty Senate additionally recommends that the lactation rooms at the College of Medicine and the College of Nursing (Research Park) be maintained, a room be added at Rosen College and at regional campuses where UCF has a presence (if not currently available), and rooms be added to the new downtown campus construction designs based on expected campus enrollment and employment projections.

Attachment 1:

Recommendations from the U.S. Department of Health and Human Services and National Institute of Health for working women (womenshealth.gov)

The number of spaces needed depends on many factors. For example, companies will want to consider how many women are employed, the number and size of buildings, and the work schedule and job settings of employees. A general rule is to provide at least one permanent milk expression space for every 50–100 women employed by the company, and adjust as employee needs increase. The National Institutes of Health (NIH) compiled a formula for identifying the number of spaces needed, and estimate that at least six milk expression stations for every 1000 female employees should be the general rule. This number is based on a pregnancy rate of 5–7 percent among the female population, a breastfeeding initiation rate of 75 percent, and an assumption that most nursing women cluster milk expression periods around a similar period from 10 a.m. to 3 p.m. during a standard work day. The chart below is based on their general guide:

Milk Expression Spaces	
Number of Female Employees	Number of Stations Needed
Under 100	1
Approximately 250	2
Approximately 500	3
Approximately 750	4
Approximately 1000	6
For every additional 1000 employees	6 additional stations

Seek locations that employees can reach within a 5-minute walk. This means that spaces should be evenly distributed within large buildings, as well as evenly distributed across a large campus in easily accessed locations. Limiting an employee's travel time minimizes the overall amount of break period women need to express milk. Centralized locations also make it possible for the greatest number of employees to access the space. Within a building, spaces can be located near a central bank of elevators, the

entrance to a facility, or the employee lounge or eating areas. **Look for space near running water for washing hands and breast pump parts.**

Women will feel comfortable and safe when the door into the milk expression room can be locked. A keypad lock or electronic key provides privacy, and nursing moms can use a key, key card, or code to enter the room. If a lockable door is not possible, provide a sign outside the door with a well-communicated policy to help prevent others from entering the space. Curtains or partitions by the door might be needed to provide an additional layer of privacy when the door is opened from the outside.

Approved by the Faculty Senate on January 26, 2017.