

1 **Resolution 2017-2018-1 Availability of Lactation Rooms for UCF Women**

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

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

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

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19 **Whereas**, this lack of lactation rooms has economic implications for UCF, as reported by the
20 2010 University of Rhode Island report of “College and University Lactation Programs”,
21 including a \$3 cost savings for every \$1 invested in breastfeeding support, parental
22 absenteeism is 3X higher for formula-fed infants compared to breastfed babies, companies with
23 an employee lactation support program experience less turnover and lower losses of
24 employees after childbirth, and companies with lactation rooms are also rewarded with higher
25 satisfaction, loyalty and morale; therefore

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

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

41 **Attachment 1:**

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

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

58

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

59

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

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

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