

Lactation Policy General Q&A



What is provided in a Lactation Room?

From the UConn Lactation [Policy](#): A space on the University of Connecticut campus that is either dedicated or temporarily established to accommodate the needs of those who are breastfeeding. The room must be a clean, private (the ability to be shielded from view and free from intrusion), comfortable space with electrical outlet, chair, table for breast pump, and nearby access to clean running water.

Do lactation rooms have a refrigerator where I can store my milk?

A few lactation rooms across campus have a small refrigerator to store breast milk. You may also store your milk in a departmental refrigerator in a clearly marked bag.

The CDC provides information on proper storage of breast milk at https://www.cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm

What is the break-time allowed for nursing mothers?

The "[Break Time for Nursing Mothers](#)" law recognizes that the amount of time it takes to express breast milk varies from individual to individual. While it is typical for a woman to need at least 20 minutes to pump, a pumping break also requires time to get to the room, set up, care for the expressed milk, clean up and return to the workplace.

How often can a nursing mother pump?

If baby is less than six months old upon mom's return to work, mom may need to express milk approximately every three hours when separated. For example, for an 8-hour shift a mom will be separated from her baby for about 10 hours (work, lunch break, commute). Over the 10-hour period, she may need to express milk approximately three times.

Supervisors/faculty and employees/students and student workers should work together to establish reasonable, flexible and mutually agreeable upon times each day that do not unduly disrupt normal business activities, instruction/class times and/or clinical services. Any employee, student or student worker responsible for being in a classroom at a given time is expected to schedule lactation breaks around scheduled class time.

How should I speak with my supervisor about lactation breaks?

Inform your supervisor/manager, prior to your return to work, that you will need time and a space to pump breast milk when you return to work. Explain that you are going to continue breastfeeding and that you need flexible breaks and privacy in order to express milk while at work. Refer your supervisor/manager to the [Lactation Policy/Procedure](#), Q&A's and resources on the Work/Life Website if necessary.

Additional tips for talking to your supervisor/manager:

- Make the case. Breastfeeding is the healthiest choice for you and your baby. [Infographic](#)
- Explain that you won't take breaks that are longer than necessary.
- Be prepared! Consider possible concerns your supervisor might have.
- Be a team member. Be sensitive to the issues that are important to your department and show how supporting your efforts to breastfeed can help both of you accomplish your goals.
- Be sure to show your appreciation for your supervisor's support of your breastfeeding.

Where are the lactation rooms located?

Room locations on all our campuses are located on the [Work/Life website](#).

Who can use the lactation rooms?

Any member of the UCONN community -students, faculty, staff and visitors can use the Lactation Rooms.

Is there a lactation room in every building?

UCONN has identified spaces for dedicated lactation use but finding sufficient appropriate space on a permanently assigned basis can be a challenge. It is an ongoing goal to continue to expand the number of dedicated lactation spaces, and to incorporate rooms into new buildings on campus. In the meantime, human resources will work with departments to find appropriate temporary space for any employee, student or guest who requires it.

How do I locate an available lactation space across the UCONN campus and Health Center for times I'm away from my primary worksite?

[UCONN list of locations](#)

[Health Center list of locations](#)

How do I reserve a room? Who do I contact if the room is not clean or has other issues?

Please check [the list of locations](#) for specific contact information on access, hours of availability, how to reserve the room, and who to contact if there are issues. You may also contact the Work/Life Office in Human Resources at 860-486-8306 or worklife@uconn.edu.

What if a lactation room is not close to my classroom or work location?

If there is not a room within a 5-minute walk that is available for your use, discuss closer options with your supervisor/department and/or call the Work/Life Office in Human Resources at 860-486-8306 or worklife@uconn.edu for assistance in locating an appropriate space.

Can I pump in a "public" area, like my desk in my cubicle?

The answer to your question is dependent on both the nursing mother and her coworkers. Some nursing mothers and her coworkers have found this arrangement to be an acceptable and efficient way to complete work and take care of pumping. Mothers can create privacy with curtains, small pop-up tents or by using privacy covers. This is sometimes a good alternative when no other alternative space is available.

Can I use my private office to pump?

Yes. There are "please do not disturb" door hangers for use on your office door on the [Lactation website](#) for your use if desired.

My supervisor will not give me time to pump. What should I do?

Employees have the legal right to reasonable breaks to express breast milk as well as a private, convenient and secure place to do so. Supervisors cannot deny employees reasonable breaks to pump. Refer your supervisor to the [Lactation Policy/Procedure](#) for additional information. Please also contact the Work/Life Office at 486-8306 or worklife@uconn.edu to discuss the situation and some options for addressing the matter.

Who do I contact if I have questions or concerns?

Call the Work/Life Office in Human Resources at 860-486-8306 or email worklife@uconn.edu.