

Policy Title: Rest Periods for Expression of Milk/Nursing Accommodation

Effective Date: January 1, 2008

Policy

It is the policy of Willamette University to make reasonable efforts to provide private space and time for nursing mothers who request a place to express milk for their newborns 18 months of age and younger.

Procedure

The location provided will be in reasonably close proximity to the employee's work area, and cannot be a toilet stall or restroom. This policy, and Oregon Law concerning the provision of such accommodation, should not be construed to require provision of a dedicated lactation room. A vacant office or conference room is sufficient so long as it is private. A cubicle is not considered private.

An employee must provide reasonable written or verbal notice to her supervisor that she intends to express breast milk at work.

Questions concerning this policy, or requests for assistance in determining appropriate accommodations, should be addressed to the Director of Human Resources, or his/her designate.