

URI and Area Resources

- URI Work-Life Website Lactation page: www.uri.edu/worklife
- URI Human Resource Administration: 874-2416, or www.uri.edu/human_resources
- South County Hospital, Wakefield: (401) 792-BABY (2229)
- Women & Infants Hospital, Providence: www.womenandinfants.org/body.cfm?id=65
- RI Dept. of Health Breastfeeding page: www.health.ri.gov/family/breastfeeding
- Rhode Island Breastfeeding Resource Directory: <http://www.health.ri.gov/topics/breastfeeding.pd>
- Healthy Babies, Happy Moms: <http://www.healthybabieshappymoms.com/>
- Alliance for Breastfeeding Education: <http://Illeus.org/>

The URI Work-Life Committee includes a group of volunteer staff, faculty, and students who formed in 2004 due to the joint efforts of the URI NSF ADVANCE Institutional Transformation Program and the URI President's Commission on the Status of Women. Now a standing committee under the Vice President of Administration, the mission of the committee is to educate the URI community about issues having to do with work-life integration and workplace flexibility, review and improve URI's work-family policies and practices, and conduct work-life research. Please visit our website for more information.



The nautilus, growing outward from its center in perfect mathematical proportions, was chosen as the symbol of the efforts of the URI Work-Life Committee to promote professional growth while maintaining equilibrium, harmony and balance in the lives of members of the URI community.

www.uri.edu/worklife
worklife@etal.uri.edu

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THE UNIVERSITY OF RHODE ISLAND

Lactation & Breastfeeding Support Policy

For Faculty, Staff, and Students



WORK-LIFE RESOURCES
AT THE UNIVERSITY OF RHODE ISLAND
www.uri.edu/worklife

The URI Work-Life Committee, through grant support from the Elsevier Foundation and the National Science Foundation, and in partnership with the ADVANCE Resource Center, launched a Lactation Program in the Spring of 2008.

Why? Because:

- ◆ There is an ever-increasing number of women, including nursing mothers, and dual earner families in the workforce. Nearly one-third of new mothers return to work within 3 months of giving birth, and well over half return after 6 months.
- ◆ Women in our culture are strongly encouraged to breastfeed, yet most women on campus do not have access to a private, clean space in which to pump breast milk, reflecting a cultural contradiction, and a dilemma for working new mothers.
- ◆ An equitable and responsive work environment in the 21st century *must* accommodate caregivers' needs, both women's and men's.
- ◆ Career track overlaps with 'parent track,' and for women, who still assume the majority of caretaking, this results in an "uneven playing field" at work, with negative career consequences.
- ◆ The next generation of workers in Rhode Island needs a healthy start.



URI Lactation Facilities

Kingston Campus

Robert L. Carothers Library (ground floor behind coffee kiosk)

- ◆ Medela "Symphony" hospital-grade electric pump provided (storage containers and personal kits available for sale at reduced rate)
- ◆ Comfortable, quiet, secure room, centrally located, with sink, mirror, radio, informational resources and lending library
- ◆ Hours: Library hours apply. Registration is required, as is sign-in. Call 874-5289 for more information. Register and pick up key at the Reference Desk.

Memorial Union (ground floor down hall to left of snack shop)

- ◆ Small, clean, lockable room with chair & table within ground floor women's restroom
- ◆ Mothers must bring their own equipment
- ◆ Hours: 7:30 am to 12:00 am. Room is open—walk-ins only; sign-in required.

Pharmacy Building, Room 284 (opening January 2012)

- ◆ Small, clean, lockable room with sink, chair & table, mirror
- ◆ Mothers must bring their own equipment
- ◆ Building hours apply. Room is open — walk-ins only; sign-in required.

Feinstein Providence Campus

Faculty Restroom Lounge, Room 218

- ◆ Clean, comfortable, lockable handicap-accessible restroom with chair & table, sink, some informational resources—available to all nursing mothers
- ◆ Mothers must bring their own equipment
- ◆ Hours: 8:30 a.m.—7:30 p.m. M -Th, 8:30 a.m.—4:00 p.m. Friday. Registration is required, as is sign-in. Call (401) 277-5000, or go to Student Services for key and sign-in,

Narragansett Bay Campus

Ocean Science & Exploration Center (OSEC), Room 017

- ◆ "Mother's Room" on ground floor. Clean, comfortable, lockable handicap-accessible room with chair & table, sink, shower, some informational resources. Mothers must bring their own equipment.
- ◆ Building hours apply. Room is open — walk-ins only; sign-in required.

Procedures

- ◆ Supervisors who receive a lactation accommodation request should review available space in their department/unit and be prepared to provide appropriate nearby space and break time.
- ◆ If the employee or student wishes to use designated lactation rooms, they are described here and on the URI Work-Life website [Lactation page](http://www.uri.edu/worklife/family/family%20pages/lactation.html): <http://www.uri.edu/worklife/family/family%20pages/lactation.html>.
- ◆ Mothers who are breastfeeding or expressing milk shall be responsible for keeping the facilities clean, and, where pumps are available, for cleaning and sanitizing the breast pumps after each use.

Questions?

- ◆ **Policy questions:** If an employee has comments, concerns, or questions regarding the URI Breastfeeding and Lactation Support Program Policy or other work-life balance personnel policies, she or he should contact the Office of Human Resources at (401)874-2416.
- ◆ **Accommodation questions:** Those who believe they have been denied appropriate accommodation or need assistance on how to make or respond to a request for accommodation should contact the Office of Human Resources at (401)874-2416.
- ◆ **Questions about use of facilities and general questions:** Those, including students, who have questions regarding access and use of the lactation facilities or would like general information about breastfeeding in the workplace and other work-life balance topics may contact the URI Work-Life Committee at (401) 874-5289 or work-life@etal.uri.edu.

Look for the International Breastfeeding Logo designating each site.



Benefits of Breastfeeding

To Babies:

- Provides most complete and optimal mix of nutrients & antibodies
- Keeps pace with infant's growth and nutritional needs
- Protects against a variety of illnesses from ear infections, respiratory illnesses, to allergies, asthma, childhood lymphoma, and many others
- Reduces risk of childhood diabetes and SIDS (Sudden Infant Death Syndrome)
- Increases bone density
- Develops cognitive abilities



To Mothers:

- Protects against osteoporosis and hip fracture later in life
- Reduces risk of breast, ovarian and endometrial cancers and anemia
- Helps return mom's body to its pre-pregnancy state faster.
- Is economical and environmentally responsible
- Breastfed babies are sick less, thus reducing health-care costs to family and requiring less time-off from work

To the Institution:

- Female faculty, staff, & students can return to work/school sooner, and miss less work
- Lower turnover rates and higher productivity, satisfaction, and loyalty.
- Breastfeeding lowers health care costs
- Mothers report physical and psychological benefits, including less stress at work
- On a larger scale, a decreased environmental burden and improved health of both mothers and a new generation of students/workers.
- Positive public relations



URI Lactation and Breastfeeding Support Policy *(URI Policy 08-01, approved 12/08)*

The University of Rhode Island recognizes the importance and benefits of breastfeeding for both mothers and their infants, and in promoting a family-friendly work and study environment. Therefore, in accordance with Rhode Island state law, the University of Rhode Island acknowledges that a woman may breastfeed her child in any place open to the public on campus, and shall provide sanitary and private space, other than a toilet stall, in close proximity to the work or study area for employees or students who are nursing to be used as a lactation room. Supervisors/chairs will work with employees who are nursing to schedule reasonable and flexible break times each day for this activity.

This policy is applicable to all female University faculty, staff, and students.

All University supervisors are responsible for being aware of the policy and working with female employees to arrange mutually convenient lactation break times. The Office of Student Affairs will be responsible for making this policy known to female students.

Lactation Facilities

- ◆ The University of Rhode Island shall provide sanitary and private facilities in close proximity to the work area across campus for mothers to breastfeed or to express breast milk.
- ◆ The location may be the place an employee normally works if there is adequate privacy, cleanliness, and is comfortable for the employee.
- ◆ Areas such as restrooms are not considered appropriate spaces for lactation purposes, unless the restroom is equipped with a separate, designated room for lactation purposes.
- ◆ For a list of current facilities, please go to the URI Work-Life website [Lactation page](http://www.uri.edu/worklife/family/family%20pages/lactation.html): <http://www.uri.edu/worklife/family/family%20pages/lactation.html>.

Lactation Breaks

- ◆ Whenever possible, the University shall provide flexibility for staff and faculty mothers who give their Department Chair or Supervisor adequate notice identifying a need for lactation support and facilities.
- ◆ Mothers are responsible for requesting lactation support prior to or during maternity leave, preferably no later than two weeks before returning to work.
- ◆ The unpaid time (such as a lunch period), generally not to exceed one hour, ideally should run concurrently with an employee's paid break time (if applicable), but the University shall make separate time available, if this is not reasonable. Supervisors and employees shall work together to establish mutually convenient times.
- ◆ Alternatively, personal leave, vacation time, or flexible scheduling may be used for this accommodation.
- ◆ It is assumed that no serious disruption of University operations will result from providing lactation time.
- ◆ Consistent with URI's efforts to recognize the importance of supporting the needs of working caregivers, supervisors will respond seriously, positively, and will ensure that there are no negative consequences to mothers who are nursing when lactation break times are needed.
- ◆ Students and instructors planning to use lactation facilities must do so around their scheduled class times. Although any necessary student accommodations should be negotiated with individual professors, professors are not required to excuse tardiness or absences due to lactation needs.

