

## To New Mothers

You CAN breastfeed your child and return to work or school.

There are many resources and support services available to you in answering your questions about how to do this, how to pump and store milk, how to talk with your supervisor about scheduling lactation breaks, etc. Here are a few:

- South County Hospital, Wakefield: (401) 792-BABY (2229)
- Women & Infants Hospital, Providence: [www.womenandinfants.org/body.cfm?id=65](http://www.womenandinfants.org/body.cfm?id=65)
- RI Dept. of Health Breastfeeding page: [www.health.ri.gov/family/breastfeeding](http://www.health.ri.gov/family/breastfeeding)
- Rhode Island Breastfeeding Resource Directory: <http://www.health.ri.gov/topics/breastfeeding.pd>  
(this directory contains a wealth of local and national information including lactation consultants, pre & postnatal classes, support groups, websites, pump rentals, insurance info, etc.)

## URI 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.
- ♦ 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.
- ♦ 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 ADVANCE Office at (401) 874-9422.

## The URI ADVANCE Lactation Program

The University of Rhode Island ADVANCE Resource Center, through grant support from the Elsevier Foundation and the National Science Foundation, and in partnership with the URI Work-Life Committee, 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.
- 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.
- An equitable work environment must accommodate parents' needs.
- Career track overlaps with 'parent track' for women, resulting in an un-level playing field.
- The next generation of workers in Rhode Island needs a healthy start.

[www.uri.edu/advance](http://www.uri.edu/advance)

THE  
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THE  
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## Lactation Resources

For Faculty, Staff, and Students



WORK-LIFE BALANCE  
AT THE UNIVERSITY OF RHODE ISLAND

## University of Rhode Island Breastfeeding Policy

A new law ([R.I. Gen. Laws § 23-13.5](#)) supporting breastfeeding families took effect on March 1, 2009. This law allows a woman to breast-feed or bottle-feed her child in any place open to the public. In addition, Rhode Island is among the states that provides legislation that supports breastfeeding in the workplace. URI intends to fully comply with these provisions, and has adopted the following policy:

*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 breast-feed 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.*

**Additional policy details**, including those regarding the appropriate provision of facilities and information to employees and supervisors about how to arrange appropriate break times, may be found at:

[http://www.uri.edu/advance/  
work\\_life\\_support/  
lactation\\_facilities.html](http://www.uri.edu/advance/work_life_support/lactation_facilities.html)

## Lactation Centers at URI

### Kingston Campus

#### 001 Carlotti Hall

- ♦ Ground floor in the Office of Research & Economic Development
- ♦ Medela Symphony hospital-grade electric pump provided (storage containers and personal kits available for sale at reduced rate)
- ♦ Comfortable and attractive, quiet, secure room, centrally located, with sink, refrigerator, mirror, radio
- ♦ Refrigerator available to store milk temporarily, if desired; bottled water available
- ♦ Resource lending library available
- ♦ Hours: 9 am–4 pm, Mon-Fri. By appointment only, call 874-9422, or if no answer, 874-4576. Walk-ins are OK, but the room is kept locked and someone must be present to open the door, so calling ahead is advised.
- ♦ Individual arrangements for on-going, long-term use can be made.

#### Memorial Union

- ♦ Small, clean, lockable room with chair & table within ground floor women's restroom near Convenience Store
- ♦ Mothers must bring their own equipment.
- ♦ Hours: 7:30 am to 12:00 midnight. Room is open. However, users *must sign in* (data collection is essential at this early stage and will help us grow the program)

Pharmacy Building (expected by 2011)

### Narragansett Bay Campus

- ♦ “Mother’s Room” Room 017 adjacent to restroom on ground floor of the Ocean Science & Exploration Center (OSEC). Lockable room includes shower and sink, and comfortable seating area for pumping.
- ♦ Mothers must bring their own equipment.
- ♦ Hours: Mon-Fri, 7:30 a.m.– 6 p.m. (hours subject to change). Room is open—users are asked to please sign in for data collection purposes.

### Feinstein Providence Campus

- ♦ Room 218—Faculty Restroom Lounge. Clean, comfortable, lockable handicap-accessible restroom with chair & table, sink, some informational resources.
- ♦ Mothers must bring their own equipment.
- ♦ Open to all—staff and students, as well as faculty, for this purpose.
- ♦ Hours: 7:30 a.m.– 8:00 p.m. Registration is required, as is sign-in. Call (401) 277- 5000, or go to Student Services for key and sign-in



*Look for the  
international  
breastfeeding  
logo designating  
each site.*