

# UCR

# Lactation Accommodation Program

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Mission | *We provide HR leadership and expertise to create and support a high-performing, inclusive workplace which advances UCR's mission and strategic objectives.*

Vision | *UCR HR is the benchmark in higher education for visionary and innovative HR strategies and exemplary service delivery.*

# Federal Health Care Reform Act

Effective March 23, 2010, HCRA requires the following:

- › A “**reasonable break time** for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has a need to express the milk.”
- › A “**place, other than a bathroom**, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.”
- › A **reasonable amount of break time** to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

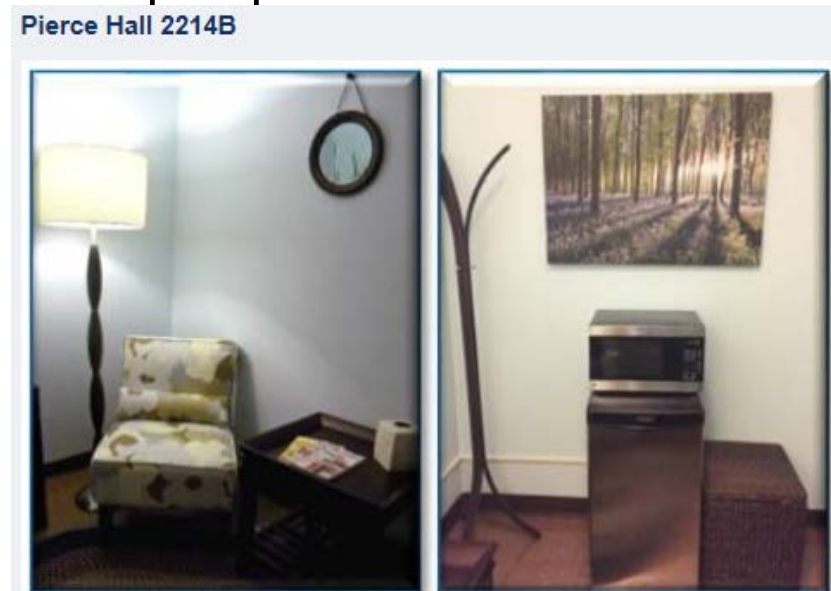
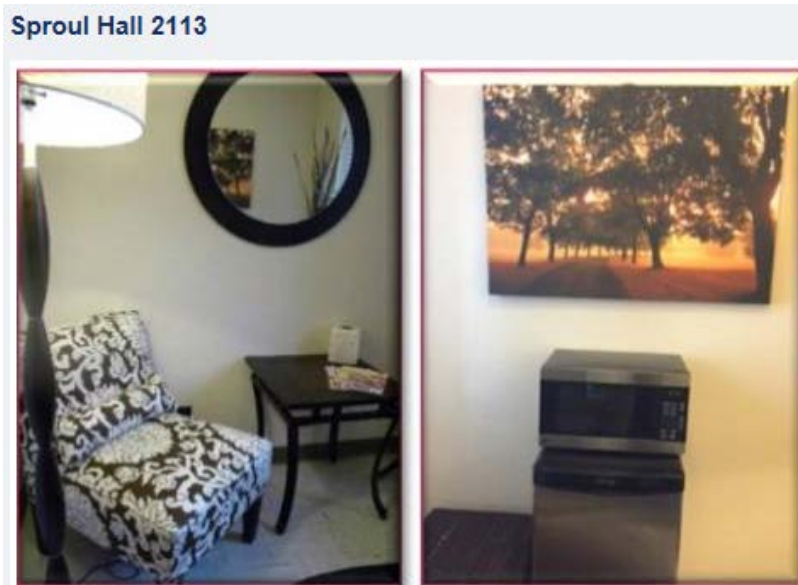
# HCRA requirements continued

- › A bathroom, even if private, is not a permissible location under the Act.
- › The location provided must be functional as a space for expressing breast milk.
- › If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement.
- › A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.



# Lactation Rooms

- Two private lactation rooms are now open and complete with multi-user hospital grade Medela breast pumps!



- Two additional rooms are available for which **access is restricted** to employees assigned to the Center for Environmental Research & Technology (Ce-Cert) and the Child Development Center (CDC) work locations.

# Lactation Accommodations

- Alternative (Flexible) Schedule Resources
- Room Usage and Program Participation Agreement



## Lactation Accommodation Program Room Usage and Program Participation Agreement

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I, \_\_\_\_\_, have received and reviewed the guidelines on the UCR Lactation Program and have had an opportunity to ask questions and have had all of them answered to my satisfaction.

I will begin using the Lactation Facility in: (*circle one*) Sproul 2113 or Pierce 2214B  
for an approximate period of \_\_\_\_\_ months for the purpose of expressing my breast milk, beginning on or about the date of \_\_\_\_\_.

# Breastfeeding Resources



## UC Medical Plans

UC's medical plans have resources including nurselines, counselors and online programs to help you if you have questions about breastfeeding. Effective Jan. 1, 2013, breastfeeding support, supplies and counseling are available at no cost.

## California Breastfeeding Coalition

The California Breastfeeding Coalition (CBC), formed in May 2003, serves as an umbrella organization for the 43 regional breastfeeding coalitions located throughout California. The CBC aims, through collaborative efforts, to create a more healthful California through the promotion and support of breastfeeding.

## La Leche League International

Their mission is to help mothers worldwide to breastfeed through mother-to-mother support, encouragement, information, and education, and to promote a better understanding of breastfeeding as an important element in the healthy development of the baby and mother.

## Loving Support

The Loving Support Breastfeeding program supports the American Academy of Pediatrics recommendation that mothers exclusively breastfeed their babies without supplements for the first six months and to continue breastfeeding for a minimum of one year. The Loving Support Breastfeeding Program provides:

- > support, encouragement and assistance to all new mothers in order to make breastfeeding successful.
- > services to all Riverside County residents
- > toll-free, bilingual helpline available 24 hours a day, seven days a week to provide support and assistance. Staffed by certified lactation educators and lactation consultants

## CDC - Breastfeeding

CDC is committed to increasing breastfeeding rates throughout the United States and to promoting and supporting optimal breastfeeding practices toward the ultimate goal of improving the public's health.

## UC Davis: Human Lactation Center

The UC Davis Human Lactation Center provides a focal point for communication among researchers, clinicians, policy-makers and educators to assure that the latest research-based information is made available to those working with women and their infants. The center aims also to foster communication and collaboration among faculty and other professionals interested in research related to human lactation, infant feeding, and maternal and child nutrition.

## US Department of Health and Human Services

Breastfeeding Tips and Resources available along with healthy pregnancy and children's health information

## Eat Healthy While Breastfeeding

Find out how to get the nutrients you and your baby need