



Policy:	Lactation Spaces, College of Arts and Sciences
Effective:	November 1, 2020
Approved by:	James White, Dean, Bernadette Stewart, Assistant Dean of Administration, Zack Tupper, Assistant Dean of Infrastructure
Policy Contact:	College of Arts and Sciences Dean's Office
Applies to:	Faculty, Staff, Students, College of Arts and Sciences

I. Reason for Policy

The College of Arts and Sciences (CAS) at the University of Colorado Boulder acknowledges the [Colorado Workplace Accommodations For Nursing Mothers Act](#). In accordance with Colorado Revised Statute 25-6-302, CAS recognizes that a woman may breastfeed her child in any place she has a right to be.

II. Introduction

CAS recognizes the importance and benefits of breastfeeding for both mothers and their infants and supports new mothers as part of its commitment to promoting a family friendly work and study environment. Thus, CAS provides [dedicated lactation spaces](#) for faculty, staff and students to support women balancing their return to work with their needs as mothers of young children. Each room offers a sanitary, secure, private, and user-friendly environment. There are also [additional lactation rooms](#) managed by other departments. Regardless of where they may be on campus, however, nursing mothers may never be asked to leave the premises, cover up or use a restroom.

III. Room Set Up

The aim of the policy is to create private, clean and comfortable spaces for breastfeeding mothers. Each breastfeeding area will be at least 6 feet by 6 feet, ventilated, have a door that locks, electrical power and be completely private. Each room will also be accessible to employees with disabilities and include a chair, desk and a small table or shelf. Lactation equipment must be provided by the lactation-space user.

IV. Cleaning and Sanitation

All lactation room users are expected to clean up after each use of a room. This is not only out of respect for the next user, but to prevent contamination and illness transmission. Each user should allow enough time, during each visit, to clean up after use. Custodial Services will also ensure spaces are cleaned as a part of their regular cleaning schedule.

V. CAS Lactation space Locations

Building	Room #
Hale Sciences	165
Ketchum	330

VI. Requesting Access to Lactation spaces

Mothers should communicate with the [designated room contact](#) for the building that houses the lactation room. Use of spaces is typically on a first-come, first-serve basis.

VII. Coordinating Time to Express Milk

Title IX requires that medically necessary absences for pregnancy-related conditions be excused.

Supervisors/chairs are expected to work with female employees who are nursing to schedule reasonable and flexible lactation break times.

Instructors are expected to work with female students who are nursing to coordinate lactation requirements. Students will make reasonable efforts to pump between classes or outside of the instruction time. Students should discuss their lactation schedule with their instructors if they require an excused absence to express milk. If required, instructors and students will work together to identify solutions to make up assignments or other course-related study if the student's lactation schedule conflicts with class activities. Instructors may ask for a doctor's note to confirm the lactation request so long as other students requesting medically necessary absences are required to do the same. Students who require further support with this process should contact the university's Office of Institutional Equity and Compliance, which monitors Title IX compliance

VIII. Additional Guidance

Animals are not permitted in any facility or outdoor space. Service and emotional support animals are allowed, but only as permitted in the University's Service and Support Animals Guidelines. See "Campus Use of Facilities" and "Campus Use of Facilities: Conditions of Use" and "Service Animals and Support Guidelines" for more information.

Nursing mothers with an emotional support or service animal should check with their unit or building proctor before bringing the ESA or service animal into the lactation room with them.

Lactation rooms are shared spaces. Anyone with unique needs, allergy concerns or other specific requirements must take their own precautions to stay safe.

All CAS supervisors are responsible for being aware of the policy.



IX. Resources

- Maps: <https://www.colorado.edu/umc/maps/campus-lactation-rooms-map>
- Campus Use of Facilities: <https://www.colorado.edu/policies/campus-use-university-facilities>
- Campus Use of Facilities Procedures and Appendices: <https://www.colorado.edu/sites/default/files/attached-files/cu-boulder-cuuf-procedures-090517.pdf>
- Service Animals and Support Guidelines: <https://www.colorado.edu/disabilityservices/faculty-staff/working-disability-services-students/providing-accomodations/service-animals>
- Boulder County Breastfeeding Friendly Employer: <https://www.bouldercounty.org/families/pregnancy/breastfeeding/breastfeeding-friendly-employer/>
- United States Breast Feeding Committee: <http://www.usbreastfeeding.org/p/cm/ld/fid=238>
- For more information on Campus lactation support services, please contact:
 - Center for Inclusion and Social Change cisc@colorado.edu
 - Office of Institutional Equity and Compliance (Title IX) <https://www.colorado.edu/oiec/> , 303-492-2127
 - Campus Human Resources, https://www.colorado.edu/hr/sites/default/files/attached-files/cu_boulder_employee_campus_resources.pdf , 303-492-6475