

Lactation Support

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This policy is in compliance with The Patient Protection and Affordable Care Act (H.R. 3590) which was signed into law on March 22, 2010.

Lactation Support (continued)

Agency Responsibilities

State agencies shall provide space, privacy, and time for nursing mothers to express breast milk by doing the following:

- a. **Designated Space** – The agency shall provide a private space that is not in a restroom or other common area. The space should have a door that can be secured or locked, adequate lighting and seating, and electrical outlets for pumping equipment.

Advisory Note: In identifying a designated space for lactation, the agency should consider the proximity of the space to employees' work areas. Additionally, agencies should consider the distance of the space in relation to a source of running water.

- b. **Time** - The agency may require the employee to use the regularly scheduled paid break time to express breast milk. If time is needed beyond the regularly scheduled paid break times, the agency shall make reasonable efforts to allow employees to use paid leave or unpaid time for this purpose.

Employee Responsibility

Storage - The employee will be responsible for storage of the expressed breast milk.
