

UNIVERSITY of NORTH CAROLINA
GENERAL ADMINISTRATION
Lactation Support Policy
October 1, 2010

Purpose

It is the policy of the State of North Carolina and UNC General Administration to assist working mothers with the transition back to work following the birth of a child by providing lactation support. A lactation support policy allows a nursing mother to express breast milk periodically during the work day. Such a policy supports UNC General Administration's commitment to work/life balance initiatives and the health and wellness of employees.

Employer Responsibilities

Space

UNC General Administration will provide a suitable space for an employee who requests lactation support. The designated space will be private space (not a restroom or common area) with a door that can be locked, with adequate lighting and seating, and electrical outlets for pumping equipment. The space will be within reasonable proximity of the employees work station. In some cases, the employee's private office may be the designated space. If the employee's work station does not meet the required criteria, another space will be designated such as an unoccupied office or other private space which can be scheduled and made available for this purpose.

Time

At the discretion of the supervisor, the employee may be allowed to use paid break time, paid leave, or unpaid leave for lactation support purposes.

Employee Responsibilities

An employee who wishes to make use of the lactation support provided by this policy should contact Human Resources who will designate a space and make the necessary arrangements.

This policy has been reviewed and approved by:



Erskine Bowles

Date

12/6/10