

Lactation Support at the University of Minnesota

The University is committed to providing a welcoming environment for all our employees, including nursing mothers. As supervisors and human resources practitioners, we have obligations and opportunities to support employees who express milk during the work day. Information and resources about lactation support and spaces can be found at:

<https://humanresources.umn.edu/family-resources/lactation-support>.

Working with employees, we can accommodate lactation by providing a reasonable break time and an appropriately private space to pump or express milk by following these guidelines:

- If possible, a supervisor should talk with an employee about possible lactation needs before she returns from parental leave so there is ample time to plan. Involve local human resources as needed.
- Remember that we have a responsibility as an employer to provide appropriate space so don't insist the employee must make space arrangements on her own. If she wants to handle arrangements on her own, that's okay, but check back to make sure the space is working well.
- Be sensitive to individual employee's preferences when making space arrangements.
- Contact your [Office of Human Resources consultant](#) if you have any questions.

REASONABLE BREAK TIME

“An employer must provide reasonable unpaid break time each day to an employee who needs to express milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee.”

Minn. Stat. §181.939

APPROPRIATE SPACE

“An employer shall provide . . . 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.”

29 U.S.C. §207(r)(1)(B)

IDEAS OF POSSIBLE SPACES:

- Designated lactation room
- Own office
- Unoccupied/vacant office
- Conference room
- Sectioned-off corner of room
- Lounge adjacent to women's restroom