



POLICY STATEMENT

NO. 3.33.00

COORDINATED BY: Office of Business Affairs and Office of Student Development

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SUBJECT: BREASTFEEDING POLICY

I. PURPOSE

Breastfeeding has been shown to be the superior form of infant nutrition, providing a multitude of health benefits to both infant and mother, and because breastfeeding employees and students need ongoing support from the campus community to be able to provide their milk for their babies, Louisiana State University Shreveport subscribes to the following policy.

II. POLICY

LSU Shreveport subscribes to the following policy to provide a campus environment that supports breastfeeding employees and students in continuing to breastfeed their infants, following their return to campus. This policy will be provided to all current employees and on application for maternity leave. Additionally, the policy will be published in the Student Handbook.

LSUS encourages employees, students, and administration to have a positive, accepting attitude toward women who are breastfeeding; discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated.

1. Breastfeeding individuals **shall be provided a private place to breastfeed or express their milk.**

A lactation room is provided as a private and sanitary place for breastfeeding employees and students to express their milk during work hours. This room provides an electrical outlet, comfortable chair, and access to running water.

Employees may, of course, use their private office area for breastfeeding or milk expression, if they prefer.

2. **Breastfeeding equipment will not be provided by LSU Shreveport.**

Each breastfeeding individual is responsible for purchasing and maintaining all her own breast pump equipment. Storage of milk and cleaning of breast pump equipment should be undertaken as recommended by the American Public Health Association.

3. **A refrigerator will be made available for safe storage of expressed breastmilk.**

Individuals may use their own cooler packs to store expressed breastmilk or may store milk in a designated refrigerator/freezer. Individuals should provide their own containers, clearly labeled with name and date. Those using the refrigerator are responsible for keeping it clean.

4. **The campus community will be flexible regarding breaks to accommodate breastfeeding or milk expression.**

A breastfeeding employee shall be provided a flexible schedule for breastfeeding or pumping to provide breastmilk for her child. The time should not exceed normal time allowed for lunch and breaks. For time above and beyond normal lunch and breaks, sick and/or annual leave time must be used, or the employee may make up the time by coming into work earlier or leaving work later as appropriate to the needs of both the department and the employee as determined by the supervisor.

Students are expected to pump between classes; however, when complications or scheduling difficulties arise, faculty will be flexible so that the student does not miss participation credits, instruction, or exam time.

5. **Faculty and staff are expected to provide support for breastfeeding employees.**

Realizing the importance of breastfeeding to the infant, the mother, and the University, staff should provide an atmosphere of nurture and support for breastfeeding employees.


6. **Breastfeeding promotion information will be displayed.**

LSUS will provide information on breastfeeding to all pregnant and breastfeeding employees and students, including local resources. In addition, breastfeeding will be promoted positively at the University and in in-house communication with staff.


7. Employee orientation will include information about the University's breastfeeding policy.

LSUS's breastfeeding policy will be communicated to current staff. New employees will be informed about the policy in the new employee orientation training.

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