

Policies of the University of North Texas System Administration	Chapter 03
03.906 Lactation Support	Human Resources

Policy Statement. It is the policy of the UNT System Administration to support the practice of expressing breast milk. The System Administration shall make reasonable accommodations for the needs of employees who express breast milk during the workday.

Application of Policy. All employees.

Definitions.

1. **Employee.** “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity, or who is required to be a student as a condition of employment.

Procedures and Responsibilities.

1. Supervisors shall provide a reasonable amount of break time for an employee to express breast milk each time the employee has the need to do so.
2. The System Administration shall provide a place, other than a bathroom, that is shielded from view and free from intrusion from other employees and the public where an employee can express breast milk.
3. Designated nursing areas shall be furnished with a chair, table, and an electric outlet to accommodate the employee and breast pumping equipment.
4. A supervisor may not discipline, including suspend or terminate the employment of, or otherwise discriminate against, an employee because the employee has asserted the employee’s rights under this policy.

References and Cross-references.

Texas Government Code Chapter 619
Patient Protection and Affordable Care Act (PPACA)
FLSA Section 15(a)(3)

Forms and Tools.

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