

4.13 Supporting Breastfeeding Policy

Part 1. Purpose

In recognition of the well-documented health benefits of breastfeeding for infants and mothers, Central Lakes College (CLC) provides a supportive environment that enables breastfeeding employees, students, and visitors to express their milk while on campus. This includes a college-wide lactation support program administered by the Campus Welcome Center. This policy shall be communicated to all current employees, included in new-hire orientation training, and available on the CLC website.

Part 2. College Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

A. Milk Expression Breaks

Breastfeeding employees are permitted to breastfeed or express milk during work hours, using their regular breaks and meal times. For any time beyond the usual break times, employees may use personal leave or make up the time as negotiated with their supervisors.

B. A Place to Express Milk

A private room will be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for handwashing and rinsing breast pump parts, and will have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices or other comfortable locations agreed upon in consultation with their supervisor. Expressed milk can be stored in the designated refrigerators provided in the lactation room or an employee's cooler.

C. Breastfeeding Equipment

The employee will use their breast pump throughout the breastfeeding period.

D. Education

Prenatal and postpartum breastfeeding classes and informational materials are available to all mothers, fathers, and their partners.

E. Staff Support

Supervisors are responsible for informing pregnant and breastfeeding employees about the College's worksite lactation support program and for negotiating policies and practices that facilitate each employee's infant feeding goals. It is expected that all employees will contribute to creating a positive atmosphere of support for breastfeeding employees.

Part 3. Employee Responsibilities

A. Communication with Supervisors

Employees who wish to express milk during the work period should inform their supervisors of their needs so that appropriate accommodations can be made to meet both the employee's needs and the College's.

B. Maintenance of Milk Expression Areas

Breastfeeding employees are responsible for keeping milk expression areas clean and using antimicrobial wipes to clean the pump and the area around it. Employees are also responsible for maintaining the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas and other areas where milk expression will occur.

C. Milk Storage

Employees should label all milk expressed with their name and the date it was collected to prevent it from being inadvertently confused with another employee's milk. Each employee is responsible for properly storing their milk using the college-provided refrigerator/personal storage coolers.

Part 4. Use of Break Times to Express Milk

When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

Part 5. Student and visitor use.

Central Lakes College also provides a supportive environment for students and visitors to breastfeed and express milk while on campus. All students and visitors shall comply with the above guidelines as applicable.

Reference: Minnesota Statute 181.939 Nursing Mothers

Date of implementation/Presidential Approval: 2/11/2019

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