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BREAK TIME AND WORKPLACE ACCOMMODATIONS FOR LACTATING EMPLOYEES

POLICY

Break Time and Workplace Accommodations for Lactating Employees

ISSUED

ON 06/

19/ [Download PDF](https://www.rochester.edu/policies/policy/break-time-and-workplace-accommodations-for-nursing-employees/?pdf=1)(<https://www.rochester.edu/policies/policy/break-time-and-workplace-accommodations-for-nursing-employees/?pdf=1>)

2024

This Policy Applies To : All regular full-time, part-time, time as reported (TAR) and temporary staff (including Strong Staffing employees), faculty, residents, fellows, postdoctoral appointees and student employees (undergraduate students and graduate students not paid a stipend or fellowship in furtherance of their degree) employed by the University.

I. Policy

- a. The University of Rochester is committed to supporting the health and well-being of our employees. For up to three years after the birth of a child, any employee, as listed above, who is breastfeeding or chest feeding are entitled to receive reasonable paid break time or to use paid break time to express milk at work. In our commitment to this effort and in compliance with state and federal law ^[1], the University supports the expression of milk by employees and prohibits the discrimination and harassment of breastfeeding or chest feeding employees who exercise their rights under this policy.

II. Guidelines

- a. All employees will be provided reasonable

ABOUT THIS POLICY

Policy Applies To

Faculty, Hourly Staff, Postdocs, Residents and Fellows, Salaried, Staff, STRONG Staffing, Student Employees

Policy Number

174

Issuing Authority

Human Resources

Responsible Officer

Daniel Salamone

Contact Information

daniel.salamone@rochester.edu (mailto:
daniel.salamone@rochester.edu)

ADDITIONAL RESOURCES

Office of Human Resources Parental and Maternity Leave

(<https://www.rochester.edu/human-resources/benefits/leave-disability/short-term-disability/parental-and-maternity-leave/>)

University of Rochester
Medical Center

(<https://www.rochester.edu>)



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