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| Section 3 Human Resources Policies<br>Subject 3..7 Employee Health and Wellness<br><br>**Policy 3.7.8 Worksite Breast Feeding** | 02/14/13 -Originated<br>-Reviewed w/ changes<br>-Reviewed w/o changes<br>03/19/13 -Effective<br>Human Resources -Author |

# WORKSITE BREAST FEEDING

## Policy

As a healthcare institution, UTMB supports activities that contribute to the health and well-being of its employees and their families. Because of this commitment and the proven benefit of breastfeeding for infant nutrition, UTMB will provide designated locked, private and sanitary locations with needed equipment to allow mothers to breastfeed or express their milk.

Employees who have a private office may also use that space for this activity in place of the designated rooms but will be responsible for providing their own equipment if a private office is used.

## Procedure

Designated breastfeeding rooms will contain a breast pump, comfortable chair, and nearby access to running water. A designated refrigerator will be available for storage of milk but employees shall provide their own containers that are clearly labeled with name and date. A limited supply of disposable single use milk collection systems may be available. Employees are encouraged to bring their own when possible.

Employees will be provided breaks to accommodate breastfeeding or milk expression but must obtain advance approval from their supervisor.

Cleaning of equipment and refrigerator is the responsibility of those using the equipment. Instructions and cleaning supplies will be available in each room. Equipment should be cleaned before and after each use.

Locations of designated breastfeeding rooms and other information on breastfeeding may be obtained by contacting Human Resources or by viewing the HR Website.

## References

Open Texas Health and Safety Code Title 2, Chapter 165 Breast Feeding