



IMPLEMENTING A BREASTFEEDING PROGRAM OR POLICY



PHA GUIDELINE III.B.3

Implement a program/policy that supports and accommodates breastfeeding for mothers on campus.

SUCCESSFUL CAMPUS PARTNERS

UNIVERSITY OF PENNSYLVANIA

The University of Pennsylvania offers a comprehensive policy to support mothers who are breastfeeding and have returned to work. In addition, on-campus childcare is committed to feeding newborns breast milk. UPENN actively communicates their lactation support services and accommodations to their community on their website and in their employee handbook. UPENN provides guidance to new mothers on how to refrigerate milk, as well as storage standards and tips. To make refrigeration accessible to breastfeeding mothers, UPENN offers mini refrigerators or mini coolers with ice packs available upon request. Supervisors and Business Administrators are required to provide employees with milk storage.



The University of Arizona utilized a collaborative approach and campus partners to promote lactation spaces, child well-being programs. The UA's Life & Work Connection Spaces initiative is a part of the Childcare and Family Resources program that requires university-wide lactation space building requirements (including milk storage refrigeration) and individual and departmental lactation consultations with professionals to explore milk storage options. The Life & Work Connections executes several outreach events such as one-on-one appointments, department presentations, orientations, workshops and the Family Resource Map. They also communicate with employees through web based and social media channels.



TIPS FOR GETTING STARTED

- Engage a variety of stakeholders early on in the decision-making process. These stakeholders may include: supervisors/managers, working mothers, student mothers, business and/or building administration
- Refer to the Affordable Care Act's [federal requirement](#) that employers provide appropriate break times and spaces for new mothers to express breast milk
- Communicate with and provide training to supervisors and managers to ensure that mothers returning to work have sufficient understanding of the resources available

KEY POINTS TO CONSIDER

- Allow individual schools within your university to have autonomy in how they ensure appropriate space and support for breastfeeding mothers
- If no refrigerators are available for milk storage, offer mini-refrigerators or coolers with ice-packs to nursing mothers
- Engage and promote resources on campus through a variety of channels: one-on-one appointments, department presentations, orientations, workshops, and resources

TRACKING PROGRESS

- Keep a centralized list of the different lactation locations across campus
- Receive regular feedback from employees about the available resources and brainstorm ways the university could provide more support
- Utilize digital interactive tools to identify areas of interest for lactation and related family spaces

TIPS FROM SUCCESSFUL PARTNERS

- Connect with childcare centers or university hospitals to promote awareness of lactation support services on your campus
- Because universities are often large and decentralized institutions, a clear policy statement is critical for compliance and sustainability
- Ensure that information and resources are accessible to the community. Increase awareness of different lactation support services through different outreach activities