

Providing Support for Lactating Women of ECU

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Lactation Support at ECU Growth Timeline

- Pre-2014: Two designated lactation rooms existed on ECU's two campuses
- May 2014: A third lactation-specific room created at Joyner Library
- Aug. 2014: Initiative to identify space on medical campus for lactating employees
- Fall 2014: A basic revision of the lactation policy was added to ECU's website
- Late 2014/Early 2015: Additional spaces were added on medical campus
- 2015/2016: Additional spaces were added on main campus
- 2016: Lactation Committee was created as a subcommittee of the Chancellor's Committee on the Status of Women (CCSW) to oversee all lactation rooms
- 2016: Lactation rooms were added as a category on the ECU official map
- 2017: Lactation Accommodation online request process was created
- This accommodation provides lactating employees with a room if there is not a lactation room accessible or convenient to their workstation. Also, it assists in identifying milk storage solutions.



Current Lactation Support Policy

Introduction: It is the intent of East Carolina University to be recognized as a family friendly workplace by assisting working mothers with the transition back to work following the birth of a child by providing lactation support. A lactation support program allows a nursing mother to express breast milk periodically during the work day.

Departmental Responsibilities: Departments within East Carolina University will provide space, privacy, and time for nursing mothers to express breast milk for up to one year after the birth of a child.

Benefits for the University: This program will yield positive results, such as reduced healthcare cost, reduced absenteeism, improved productivity, lower turnover, and an enhanced university image.

Committees and Support

The committees and groups responsible for our progress (not exclusive):

- Staff Senate
- Faculty Senate
- Women and Gender Advisory Committee
 - Formerly CCSW
- Office of Equity and Diversity (OED)
- Faculty Welfare
- Committee on Supporting Pregnant and Parenting Students and Employees
- Nancy Darden Child Development Center



Awards

❖ 2016 to present- Breastfeeding Friendly Workplace designation from the North Carolina Breastfeeding Coalition

- Multiple campus locations received this award in separate years
 - Joyner Library
 - Student Health Services
- Breastfeeding-Friendly Workplaces are workplaces that have made accommodations to support breastfeeding mothers as employees. This can be as simple as allowing employees to have flexible breaks and access to a private room for expressing milk or nursing. The room needs to have a comfortable chair and a lock on the door. Minimum criteria for receiving this award are:
 - We do not advertise infant formula or related products directly to consumers.
 - All lactating employees are allowed breaks to express milk or nurse their children.
 - All lactating employees have access to a private space for expressing milk or nursing. The space is not a bathroom. The space is lockable and shielded from view. The space has an electrical outlet and hand hygiene station

❖ Fall 2017-World Alliance for Breastfeeding Action

- Participation in awareness activities regarding rooms for World Breastfeeding Week

Donations

- Small refrigerators donated by individual donors
- Refrigerator provided by and for Student Health Services
- Refrigerator provided by Friends of Joyner Library for Joyner Library
- "Turning water into liquid gold..." water bottles provided by OED
- Individually packaged storage bags and lanolin provided by Lansinoh

Current Designated Lactation Rooms

- Nine designated lactation rooms across two campuses
 - Four designated lactation rooms on Main Campus (East Campus)
 - Five designated lactation rooms on Medical Campus (West Campus)

Future Goals

- A designated lactation room in every building.
- Coordinate with HR to provide lactation support package to all mothers requesting maternity leave FMLA and lactation accommodations
- Obtain grant to provide hospital grade pumps to every lactation room on campus
 - Obtain stock tubing and closed membranes for symphony pumps for purchase at SHS
- Provide manual pumps (sealed, all inclusive package with two size flanges) to give to a mother who is missing a part or perhaps has a broken part.
- Propose training targeted directly to planning and building administrators, employee or student supervisors.
- Propose including lactation room best practices in future construction standards.
- Expand lactation support services on ECU campuses and beyond.
- Increase room accessibility and security.
- Increase website visibility: add pictures, include instructions for finding rooms and contact information.
- Propose an advanced and comprehensive revision of the lactation policy.
 - Extending protections that go beyond the standard 12 months per the ACA.