

Nursing Mothers

Scope: Who is Covered by this Policy?

Employees and Students

Policy

Miami University supports mothers who want to express breast milk at work. On the Oxford Campus, the University maintains three centrally located dedicated “Mothers” Rooms:

- ~~Health Services Center-Shriver~~ - Room 160318
- Upham Hall- Room- 52A
- Cole Service Building Room-444168A

The Regional Campuses locations are:

- Hamilton campus-Rentschler Hall-Room 227
- Middletown Campus-Johnston Hall-Room 005

In addition, departments are to provide a location, to the extent reasonably possible, where an employee can express breast milk in private. The location can be the employee’s private office, a private office not in use, or any area other than a bathroom where the employee can have privacy from others.

Departments are to ensure, to the extent reasonably possible, the availability of cold storage space. The employee may provide her own portable cold storage device or have access to a refrigerator located in the department or building.

The time needed to express milk is paid time if it occurs during work hours. The expectation is that the employee can express milk during rest periods and lunch breaks.

If additional time is needed, supervisors are encouraged to grant reasonable flexible scheduling to accommodate the need.

Related Form(s)

Not Applicable.

Additional Resources and Procedures

Not Applicable.

FAQ

Not Applicable.

Policy Administration

Next Review Date

7/1/2023

Responsible Officers

- Associate Vice President for Human Resources
- Director of Academic Personnel Services
- Assistant Provost for Academic Personnel

Legal Reference

FLSA Nursing Mothers

Compliance Policy

Yes

Recent Revision History

~~Not Applicable.~~

Edited July 2021

Reference ID(s)

- MUPIM 4.14
- OAC-3339-4-14

Reviewers

- Associate Vice President for Human Resources
- Director of Academic Personnel Services
- Assistant Provost for Academic Personnel