

Nursing Support for Working Mothers**(Ark. Code Ann. § 11-5-116, 29 U.S.C.A. § 207 (r)(1))**

The University of Arkansas strives to create a workplace that is both productive and supportive of its employees. The University recognizes the importance of providing a supportive workplace for mothers who are nursing. This policy shall apply to all employees (including, but not limited to hourly employees) and graduate assistants who are nursing mothers.

If possible, each department should provide nursing mothers access to a clean and private space, other than a bathroom, to express milk; the space may be a private room or a screened area that is otherwise shielded from view and free from intrusion by co-workers and the public. If the department does not have a nursing station or a private room for use, then the department should allow adequate time for employees and graduate students who are nursing to travel to the nearest building where nursing space is provided.

Employees (including hourly employees) and graduate assistants who are nursing should be allowed adequate use of break time, leave time, meal time, and/or a flexible work schedule to utilize a nursing space, to express milk, and to clean equipment after pumping. It is not required that non-exempt employees be paid during these break times; however, nursing mothers must be paid for short breaks if other similarly situated employees receive paid breaks. To the extent possible, nursing employees should work with their supervisor to arrange work schedule variations in advance to ensure that normal business activities are not disrupted and that assigned tasks are completed as expected. For information regarding flexible work schedules, refer to Fayetteville Policies and Procedures 405.2 at <http://vcfa.uark.edu/Documents/4052.pdf>.

Nursing space may require scheduling in advance for use. New mothers may use private office space or may contact the appropriate building executive to reserve space. Nursing space users are responsible for bringing their own equipment and cleaning up after each use.

Departments considering designating nursing space should contact Human Resources for guidelines. Nursing space should be private, shielded from view, and free from intrusions from co-workers and the public. The space should have an electrical outlet, a table and a chair, and may not be located within a restroom.

Additional information and/or consultation for nursing mothers is available through the Pat Walker Health Center.

Policy questions should be directed to Human Resources.

January 2012