

East Georgia State College – Employee Handbook

Lactation Policy for Nursing Mothers

Adopted by President's Cabinet 12/19/17

Revisions adopted by President's Cabinet 1/30/18

East Georgia State College supports breastfeeding mothers by accommodating the mother who wishes to express breast milk during the workday when separated from her child. The college will provide support in the forms indicated below for a period of one year following the birth of the child. The college may consider reasonable requests for extension beyond one year after consultation with the employee's immediate supervisor.

East Georgia State College will provide to any employee who is breast feeding her child, reasonable break times to express milk for her baby, so long as the break does not unduly disrupt the operations of the college. The break time shall, if possible, run concurrently with any break time already provided to the employee. No work duties will be required to be performed during this break period. Prior to making the assignment of space, the college will consult with the employee to determine any unique circumstances relative to the request. The college will designate a private space, other than a restroom, near the employee's work location, that is shielded from view and free from intrusion of co-workers and the public for the expression of breast milk. If the space identified is not exclusively dedicated for this purpose, then the space must be available when needed by the employee and the space identified by appropriate signage when in use by the employee. Storage of expressed milk in college refrigerators must be labeled with the employee's name and date. Employees storing milk in college refrigerators assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration and tampering.