

STATE OF UTAH HEALTH DEPARTMENT	Number: 08.11		Page: 1 of 2
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POLICIES & PROCEDURES	Authorized By: W. David Patton		
Section: HUMAN RESOURCES	Subject:	REASONABLE ACCOMMODATIONS FOR NURSING MOTHERS	

A. PURPOSE

1. The purpose of this policy is to provide reasonable accommodations for nursing mothers in compliance with Utah State Department of Human Resource Management (DHRM) Administrative Rule R477-8.3 (5) and the federal Health Care Reform Act, Section 4207.
2. This policy also allows the employer to:
 - a. Be a model for other state agencies and state health departments,
 - b. Provide for its employees appropriately by supporting research-based health policy and recommendations under the Fair Labor Standards Act,
 - c. Have proven policy parameters in place for the benefit of supervisors and management,
 - d. Benefit from lower employee absenteeism, turnover, and health care costs as well as increased productivity, loyalty and positive public relations.
 - e. Implement effective support measures as stated by the Surgeon General's *Call to Action* as a significant public health initiative.

B. DEFINITION & RECOMMENDATIONS

1. Reasonable accommodations – A private room (not a bathroom) with a locked door that is shielded from view and free from intrusion by co-workers and the public. For the purposes of this policy, “reasonable accommodations” does not refer to “reasonable accommodations” under the Americans with Disabilities Act.
2. Recommendations –
 - a. UDOH may provide a hospital-grade electric breast pump for use during work hours.
 - b. UDOH may provide a sink in a room designated for breastfeeding or expressing milk, or in a designated room located near a sink.
 - c. UDOH may provide prenatal and postpartum breastfeeding information, educational materials, resources, and International Board Certified Lactation Consultants for employees. These resources are available on the HEALTHnet.

C. POLICY

1. The Utah Department of Health (UDOH) shall provide reasonable accommodations for nursing mothers to include the following:
 - a. In addition to breaks provided according to DHRM Rule R477-8-3(2), reasonable daily uncompensated break periods, as requested by the employee to their supervisor, shall be granted following the birth of a child to allow the employee time to express breast milk or feed her child.
 - b. UDOH shall provide the following in a private room designated for breastfeeding or expressing milk:
 - 1) Chair,
 - 2) Table,
 - 3) Electrical outlet,
 - 4) Refrigerator access, and
 - 5) Microbiological wipes/cleanser.
 - c. UDOH may provide a hospital-grade electric breast pump for use during work hours.
 - d. UDOH may provide a sink in the designated room for breastfeeding or expressing milk, or a designated room located near a sink.
 - e. UDOH may provide prenatal and postpartum breastfeeding information, educational materials, resources, and International Board Certified Lactation Consultants for employees. These resources are available on the HEALTHnet.
2. Employees may use their own private office or other locations that meet the criteria of this policy agreed upon in consultation with their supervisor.
3. Employees may store expressed milk in a break room refrigerator, a designated refrigerator, or the employee's personal cooler. Containers shall be labeled with the employee's name and date.