

Personnel

Board of Trustees Policy

SUBJECT: Lactation-Friendly Environment Policy	NUMBER: 2.37 & 3.21
	DATE: November 21, 2022 Resolution # 22-150
	SUPERSEDES:

Purpose

To establish guidelines for promoting a lactation-friendly environment at SUNY Schenectady Community College (SUNY Schenectady).

Policy

SUNY Schenectady recognizes that breastmilk is the optimal food for growth and development of infants and SUNY Schenectady encourages students and employees to have a positive, accepting attitude toward working women and students that are in school, who are breastfeeding. SUNY Schenectady promotes and supports breastfeeding and the expression of breastmilk by employees and students who are breastfeeding when they return to work or classes.

Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at SUNY Schenectady. Any such actions will be addressed in accordance with SUNY Schenectady’s policies and procedures.

It shall be the policy of SUNY Schenectady to provide:

Awareness

SUNY Schenectady's Lactation-Friendly policy shall be disseminated and made available to employees and students at SUNY Schenectady.

Time to Express Milk or Breastfeed (Lactation Time)

Lactation times shall be established for each employee based on her work schedule. If possible, the lactation time is to run concurrently with any break time already provided.

Lactation time beyond the regular break time is unpaid and will be negotiated between the employee and the supervisor.

Lactation time for students will be allowed and agreed upon between the faculty and the student.

Space

Employees and students shall be provided the use of the lactation pod, located in the Begley Lobby, as a clean comfortable space for Lactation purposes.

Atmosphere of Tolerance

Breastfeeding should not constitute a source of discrimination in employment or potential employment. Breastfeeding should not be a barrier to students. It is prohibited under this policy to harass a breastfeeding employee or student; such conduct unreasonably interferes with an employee's work or student's performance and creates an intimidating, hostile or offensive environment.

For further information, please see the Student Handbook or the Personnel Policies.