

FUNDING REQUEST FOR LACTATION SUITES



Cost of Each Lactation Suite
\$1,500 to \$2,000

Proposed Locations

- Old Main*
- Student Health Center*
- Burdick
- College of Business
- Lewis Science Center

Facilities and Furnishings

- Paint/Paint Job
- Electrical Work
- Rods/Curtains/Hooks
- Screens
- Rockers/Recliners
- Tables
- Lamps
- Mini-refrigerators
- Microwaves
- Artwork
- Housekeeping supplies (wet wipes, sanitary wipes, and paper towels, etc.)

The first site would be located in the center of campus in Old Main where space is available. The second site, also opening in the spring of 2015, would be inside the Women's Health Center where there is designated space. Other potential sites include Burdick, opening in the fall of 2015, and the College of Business in the spring of 2016, and eventually the Lewis Science Center.

On behalf of students, faculty, and staff, the Lactation Committee appreciates your consideration to fund lactation suites.

*The respective department head has earmarked the space.

Lactation Suites for the University of Central Arkansas: A Needs Assessment and Proposal

Compiled by:

Bryce Crabb
Jacob Held, Ph.D.
Crystal Hill
Kandi Hughes, Esq.
Heather Romine
Susan Sobel, Ph.D.
Angela Webster-Smith, Ph.D.



Background

In response to the request of a Faculty Senator, Vice-President Ronnie Williams requested that the Office of Institutional Diversity convene a committee to further investigate the need for lactation stations at the University of Central Arkansas (UCA) that would provide nursing mothers on campus a private, sanitary, and comfortable area to express and/or pump breast milk. The committee composition included two administrators with faculty rank, four staff members, and one student.

Proposal Purpose

The purpose of this proposal is to provide information to and garner support from members of the Executive Staff, Faculty Senate, Staff Senate, and Student Government Association. The objective is to provide reasonable lactation stations over time. They would be located in the center historic cluster of campus, the north and south sides, and the east and west sides of campus.

Literature

The Patient Protection and Affordable Care Act ("Affordable Care Act") amended §7 of the Fair Labor Standards Act ("FLSA") requires employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. Employers are also required to provide a place, other than a bathroom, shielded from view and free from intrusion from coworkers and the public, which an employee can use to express breast milk. (U.S. Dept. of Labor, Wage and Hour Fact Sheet # 73: "Break Time for Nursing Mothers under the FLSA", 2010.)

Arkansas has two laws supporting breastfeeding families. Act 621, codified at A.C.A. §11-5-116, requires employers to provide reasonable unpaid break time to an employee who needs to express/pump breast milk, which mirrors the Federal requirement under the FLSA. Additionally, Act 680, codified at A.C.A. §20-27-2001, allows a mother the right to breastfeed her child in any public place or any place where other individuals are present.

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and parental status—in educational programs and activities. Although Title IX does not require universities to provide breaks to non-employee students who are breastfeeding, the unwillingness to accommodate a student could cause serious hardships because failure to express breast milk on a set schedule can lead to engorgement. This condition causes discomfort, pain, and fever, and can even lead to infection, as well as a reduction of the amount of breast milk produced. (National Women's Law Center, Title IX: 40 Years and Counting, 2012).

According to the Civil Rights Act of 1964, § 7, 42 U.S.C. § 2000e et seq. (1964), if a school or university receives Federal funding, it cannot discriminate for any reason. Because Arkansas law provides that a woman may breastfeed in any public place, and because the University is a public place, not allowing a mother to breastfeed, express, or pump breast milk in a public area is discrimination. Therefore, the committee investigation yields that it is in the best interest of the University to provide a private, sanitary, and comfortable area to express and/or pump breast milk -- not only for UCA faculty and staff, but for students, as well.



Focus Groups

On November 11, 2014, the Lactation Station Committee conducted focus groups with 22 participants representing UCA faculty and staff from various colleges/divisions, the UCA student body, and the Conway community. Many participants were currently pregnant, currently breastfeeding, or had breastfed in the recent past. The overwhelming majority indicated a severe need on the UCA campus to provide a private and comfortable space other than a restroom for mothers to express breast milk while on campus. The focus groups also noted that not having a private area is often a deterrent to breastfeeding and possibly, student enrollment. They provided examples of equipment and furnishings needed to ensure that the stations would be most beneficial, including comfortable seating, electrical outlets for pumping devices, mini-refrigerator, magazines, a sink, a microwave, adjustable lighting, and housekeeping supplies. Ambience and comfort of the setting are critical for the nursing mother to experience an efficient and effective flow.

Funding

Based on the feedback of the focus group participants as well as constituents who were unable to attend the meeting but emailed suggestions, the Committee requests space in five buildings from the University and funding from the three governing bodies: the Faculty Senate, the Staff Senate, and the Student Government Association. With funding from the aforementioned bodies and gifts in-kind from the campus community, the majority of potential costs just might be covered. Based on conversations with one of UCA's construction inspectors, preparation and furnishings would range from \$1,500 to \$2,000 per site, depending on the readiness of the space. Absent sufficient donations, the Committee will request University funding. All the same, the Committee welcomes the donation of supplies and/or equipment and grant funding from external organizations that are committed to ensuring workplace friendliness to the nursing-mother population.

Recommendations

In sum, the Lactation Station Committee recommends that UCA begin implementation of various lactation suites beginning in the spring of 2015. The first site would be located in the center of campus in Old Main where space is available. The second site, also opening in the spring of 2015, would be inside the Women's Health Center where there is designated space. Other potential sites include Burdick, opening in the fall of 2015, and the College of Business in the spring of 2016, and eventually the Lewis Science Center. The Committee proposes to pilot the initial site for the first four weeks of operation to determine the ease of use of the facility, as well as the sign-in/out system. The Committee would further evaluate the feedback at the end of the first semester to examine potential yet feasible modifications before opening additional sites. The Committee appreciates your consideration. Please forward questions and comments regarding this proposal to the Office of Institutional Diversity at Institutional-Diversity@uca.edu or 501-450-3135.

References

Civil Rights Act of 1964 § 7, 42 U.S.C. § 2000e et seq. (1964).

National Women's Law Center, Fact Sheet, June 2012.

U.S. Dept. of Labor, Wage and Hour Fact Sheet # 73: "Break Time for Nursing Mothers under the FLSA", December 2010. Retrieved from <http://www.dol.gov/whd/nursingmothers/>

Arkansas Department of Health, Breastfeeding Laws in Arkansas. Retrieved from <http://www.healthy.arkansas.gov/programsServices/WIC/breastfeeding/Pages/BreastfeedingRights.aspx>