

Minnesota State University, Mankato
University Policy

Policy Name: Lactation Spaces	Effective Date of Last Revision New Policy
Custodian of Policy: Vice President for Finance and Administration	Date of Last Review New Policy
Date of Adoption August 1, 2015	Date of Next Review September 2021

Policy

Campus facility renovation and new construction projects of sufficient scope will include a private lactation space.

Procedures

Facilities Management will ensure lactation spaces are included during the planning and implementation of construction and renovation projects. Planning and Construction will assist departments with the design and project management for spaces identified for conversion into Lactation Spaces. A department may request the conversion of an appropriate office type space or portion of the office type space into a Lactation Space via Project Request Form. Per the Project Request process all space conversions require the Dean/Director and Provost/VP approval prior to proceeding with the project. Large Capital Investment projects for new buildings or major renovations will include/verify appropriate Lactation Spaces in the initial building space programing during the design process.

Rationale

Minnesota State University, Mankato is committed to achieving equal opportunity and access, and full participation for all students, staff, faculty and visitors.

With the passage of the Women's Economic Security Act in May 2014 Minnesota state law requires that employers provide nursing mothers with reasonable unpaid break time to express milk and a private a room or other location for milk expression, other than a bathroom or toilet stall, with access to an electrical outlet and in close proximity to the worksite.

Workplace support for breastfeeding women has four components.

- Support: From supervisors, colleagues and the employer
- Time: Leave after birth and flexible scheduling to accommodate lactation breaks during work time
- Education: For mothers, fathers and supervisors about the benefits of breastfeeding and the worksite policy
- Place: A private space to express milk

History of Revisions

8/1/2015 – Policy Adopted

11/5/2021 – Policy Updated

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