

VERMONT TECH

Manual of Policy and Procedures

<i>Title:</i> Breastfeeding Policy	<i>Number:</i> T 224	<i>Page(s):</i> 2
	<i>Date:</i> November 1, 2021	

PURPOSE

Vermont Technical College, in compliance with state law, Nursing Mothers in the Workplace, 221 VSA 305, adopts this policy to support the health and well-being of employees and their infant children by providing a workplace that supports a decision of an employee to breastfeed.

The College supports and encourages the practice of breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work. Additionally, it is the policy of Vermont Technical College to prohibit discrimination and harassment of breastfeeding employees who exercise their rights under this policy. This policy establishes standards and protocols designed to protect a woman's right to express breast milk for a nursing baby while at work.

Upon return to work after the birth of a child and for three years thereafter, breastfeeding employees are allowed a flexible schedule that will provide reasonable time to express milk during work hours.

STATEMENT OF POLICY

The employee shall be responsible for the following:

Contact one of the following offices/individuals to obtain information regarding locations of designated private spaces for expression of milk on the respective campuses, if needed. If employees prefer, they may express milk in their own private offices. A bathroom stall or storage area shall not serve as a lactation space.

1. Randolph Center campus – Human Resources (802-728-1211)
2. Williston campus – Dean (802-879-2322).
3. Southwest District (Bennington) – Nursing Site Director (802-447-8324) or Assoc. Dean of Nursing (802-728-1586)
4. Southeast District (Brattleboro) – Nursing Site Director (802-451-6619)
5. Northeast Kingdom – Nursing Site Director (802-626-6538)


The employee shall also request and arrange with their supervisor appropriate and reasonable break times of flexible scheduling for expressing milk.

The supervisor shall be responsible for the following:

- Providing reasonable break times each day or make reasonable accommodations for flexible work schedules for employees wishing to express breast milk.
- Assisting in providing a positive atmosphere of support for breast feeding employees.

POLICY MODIFICATION HISTORY

- I. The following dates reflect chronological changes made to this policy which are henceforth considered depreciated.
 - a) October 22, 2015
 - b) August 23, 2016
 - c) November 1, 2021

Signed By:  Patricia Moulton President
--