

SENATE ACTION FORM

No. 1210

Subject: Lactati 4t \$@Pv Ꞇ ©D 'D`À€" , &v wf\$ @Pv e 3\$F 2a \$F \$F \$F "f 3 Ð 0Ð S í\$F } dmPüÖenbjt6 7er

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Faculty Senate Chair  
\_\_\_\_\_  
3/25/2021  
Date

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Administrative review of Senate action (unnecessary for information items)

\_\_\_\_\_ Reviewed by VPAA/Provost. Check \_\_\_\_\_ if comments attached

\_\_\_\_\_ Reviewed by General Counsel. Check \_\_\_\_\_ if comments attached

Presidential action

\_\_\_\_\_ Approve \_\_\_\_\_ Reject \_\_\_\_\_ Return to Senate for discussion/modification (comments attached)

\_\_\_\_\_  
President/Designated Administrative Officer  
\_\_\_\_\_  
Date

Date of Board approval (if applicable): \_\_\_\_\_ not applicable

PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT

Attachment to Senate Action #1210  
Approved by the Faculty Senate  
03/22/2021

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This policy is an addition to the University Regulations creating a new Article 12.

Article 12: Lactation Support Policy.

3-12-101 Purpose.

The University of Northern Colorado (UNC) recognizes the importance of lactation support for its employees. This policy is intended to provide a safe and supportive environment for lactating employees. The University of Northern Colorado (UNC) recognizes the importance of lactation support for its employees. This policy is intended to provide a safe and supportive environment for lactating employees. The University of Northern Colorado (UNC) recognizes the importance of lactation support for its employees. This policy is intended to provide a safe and supportive environment for lactating employees.

(i) UNC faculty and staff will offer support and resources to their students with their breastfeeding/chestfeeding/lactating needs.

(A) Examples of support include: identifying times a student will step out to express milk, identifying a space where expressing milk can occur, connecting them with other campus lactation support resources by visiting <https://www.unco.edu/center-womens-and-gender-equity/what-we-offer/lactation-support/>.

(ii) Students who are breastfeeding/chestfeeding who need to leave class to express milk shall inform the instructor of the need and estimated time. (g)2.651.7(r) (g)2dsll e (a)2-2.8 (( t)-6 8()J-J0.004-3(edw (e)B (x)-2.8 (

Students Office for consideration and resolution. Depending on the circumstances, those involved in such investigations may include Human Resources, Dean of Students, Provost, University Counsel, Office of Institutional Equity & Compliance, and/or appropriate law enforcement agencies.

- (3) Employees and students who have questions regarding access and use of the lactation stations or would like general information about expressing milk or UNC's Lactation Support Program may contact support staff at <https://www.unco.edu/center-womens-and-gender-equity/about-us/meet-our-staff/>.

### 3-12-105 Applicable Colorado Statutes.

- (1) C.R.S. § 25-6-301, et seq. recognizes the benefits of breastfeeding children and allows a mother to breastfeed "in any place she has a right to be."
- (2) C.R.S. § 8-13.5-101, et seq. recognizes the benefits of the breastfeeding of children. The statute requires employers to provide adequate break time for an employee to express breast milk for their nursing child up to two years after the child's birth. The statute also requires an employer to make reasonable efforts to provide a room or other location in close proximity to the work area, other than a toilet stall, where an employee can express breast milk in privacy.