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4.517 Lactation Accommodation

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"4.517 Lactation Accommodation" (2020). *4.500 Health and Safety (Human Resources)*. 8.
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ANTIOCH UNIVERSITY

Type of Policy <input checked="" type="checkbox"/> University <input type="checkbox"/> <i>Campus</i> <input type="checkbox"/> <i>Department/Unit</i> <input type="checkbox"/> Interim		Lactation Accommodation Policy 4.517	
Human Resources Policies		Effective date: January 1, 2020	
Policy History:	Approved by:	Resolution #	Date:
Approved	Chancellor	N/A	January 1, 2020
Revised			
Responsible Office:	Responsible Administrator:	Contact information:	Applies to:
Office of Human Resources	Chief Human Resources Officer	937-769-1375	All Employees

Reference: 29 U.S.C. 207(r), CA Labor Code 1034

I. Introduction

Antioch University understands the importance of the comfort and safety of employees in need of lactation resources in the workplace. In furtherance of this goal, the University will provide lactation accommodations in the form of breaks and resources to facilitate lactation.

II. Process

An employee has the right to request lactation accommodation from the employee’s supervisor, who will provide access to lactation resources that include a private location with an electrical outlet (but not a bathroom), access to a sink with running water and a refrigerator or cooler suitable for storing milk, all in close proximity to the employee’s workspace.

III. Denial of Accommodation

In the event the University cannot provide the requested accommodation, the University shall provide a written response to the employee. Employees who are denied lactation accommodation may proceed under the University's Grievance and Conflict Resolution Process Policy 4.625. California employees may file a complaint with the California Labor Commissioner at <https://www.dir.ca.gov/dlse/HowToReportViolationtoBOFE.htm>.

Policy Cross References

Grievance and Conflict Resolution Process Policy	Policy # 4.625
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