

University of Prince Edward Island	Policy Number: 0015
Policy Title: Policy Supporting and Accommodating Breastfeeding	Pages - 3
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1. Purpose

Breastfeeding is widely recognized as the optimal method of infant feeding, and current research offers compelling evidence that breastfeeding improves health outcomes for mothers and babies across the lifespan. The World Health Organization (WHO), Public Health Agency of Canada, and Canadian Pediatric Society recommend exclusive breastfeeding for the first 6 months of life. Exclusive breastfeeding is facilitated when infants are not separated from their mothers and are nursed in a comfortable environment. When this is not possible, women should have an appropriate place to express and store their milk. The University of Prince Edward Island (UPEI) School of Nursing (SON) recognizes the importance of creating a breastfeeding-friendly environment for students, employees, and the community at large. In this regard, the SON aims to provide a supportive and flexible environment for breastfeeding employees and students as they transition back to work or study.

2. Scope

Employees, students, and guests of the UPEI SON.

3. Responsibility

Dean, School of Nursing

4. Policy

The needs of breastfeeding mothers vary and change over time; therefore, creative approaches are employed to meet the provisions outlined in this policy.

1.0 The UPEI SON takes reasonable measures to accommodate employees and students who wish to breastfeed or express breastmilk in the workplace or while attending university.

2.0 Quiet breastfeeding infants are welcome in classrooms, conference rooms, and public spaces.

3.0 Breastfeeding mothers must be considerate of the impact of infants on the work/study environment of colleagues and fellow students.

4.0 The UPEI SON provides the following specific facilities and support:

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4.1 Time: Lactation breaks :

- The UPEI SON is committed to providing flexibility for employees to take lactation breaks during their workday. One or more 30-minute unpaid breaks in an eight-hour period, in addition to normal breaks, is/are recommended.
 - The number of times a woman needs to breastfeed or express milk will be determined by the individual needs of the mother and the age of the baby and may vary over time.
 - The mother should make arrangements for lactation breaks in consultation with her immediate supervisor.

4.2 Space:

- Breastfeeding women are reasonably accommodated by having access to the following:
 - A clean, hygienic, and private area to breastfeed or express breastmilk, which may be a student or employee lounge or an unused office.
 - A comfortable chair to use while breastfeeding or expressing.
 - A table to support a breast pump and/or equipment.
 - Washing facilities for hands and equipment.
 - A change table.
 - Secure storage facilities for breastmilk (refrigerator/ freezer) and for the storage of breastmilk expression equipment (pump).
 - An electrical outlet for women who use an electric pump.
- For students who are breastfeeding:
 - Quiet infants are welcome in classrooms, conference rooms, and public spaces.
 - Students should attempt to sit in a location where their exit from the room during a lecture or seminar (if the baby becomes fussy) would minimize disruptions to the learning environment.
 - During examinations, in cases where the duration of an examination would interfere with breastfeeding routine, students should consult with their course professor for alternative, appropriate accommodation during the examination if required.

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4.3 Support:

- The UPEI SON supports an environment that encourages women to feel at ease breastfeeding their infants. However, there may be areas of the university where infants are not permitted due to safety/health concerns or requirements (e.g., microbiology lab).
- Support from fellow employees/students is important in providing an environment conducive to breastfeeding; therefore efforts are made to inform employees/students about this policy to secure their cooperation for any accommodations that may be needed. New employees and students are informed of UPEI SON policies (including the breastfeeding policy) during orientation.
- There may be situations or environments within the University when breastfeeding breaks or private space for breastfeeding may not be provided. Other options should be explored with the mother to ensure that her needs are met.

5. Review

This policy will be reviewed five years following its adoption and every five years thereafter.

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