



TEXAS WOMAN'S
UNIVERSITY

Creating a Community of
Breastfeeding Support

Objectives



Participants will be able to

- Describe laws that protect breastfeeding in the United States and the State of Texas
- Identify reasons to promote breastfeeding on college/university campuses
- Apply strategies for developing a breastfeeding friendly community at other colleges/universities



Introduction

- **Breastfeeding** is widely accepted as optimal nutrition for infants
- Returning to **work or school presents challenges** for breastfeeding parents
- **TWU** is the largest public university in the United States ***primarily for women***
 - 15,000+ students and 1800+ employees
- **Desire to support students and employees** in meeting their breastfeeding goals



Federal Laws about Breastfeeding

Fair Labor Standards Act Section 7

- Reasonable break time to express breast milk
- A place, other than a bathroom, that may be used to express milk
- For up to one year after the child's birth



BUT

- An employer that employs fewer than 50 employees is not required to provide break time and space if it would pose an undue hardship.
- Break time does not need to be compensated



Texas Code

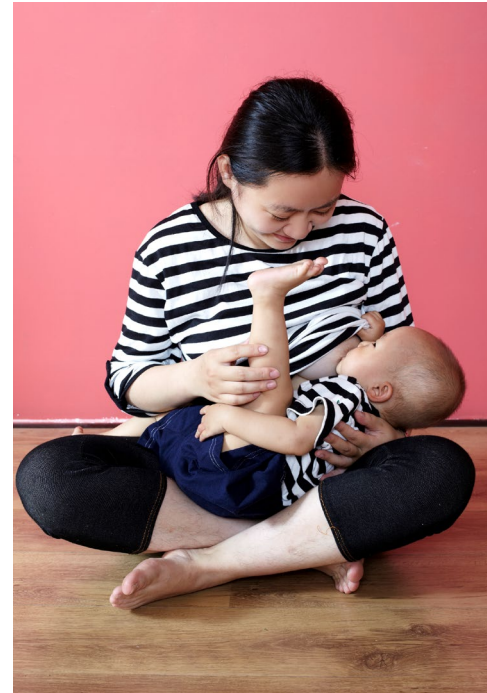
1995: A mother is entitled to breast-feed her baby in any location in which the mother is authorized to be

2015: Public employers must adopt a written policy



Complaints to Committee: how we began

- Students
- Employees
- Important stakeholders:
 - Human resources
 - Faculty experts
 - Student Life
 - Facilities Management
 - Health Promotion
 - Champions



Mother-Friendly Worksite



WAY TO GO, SUPER MOM.

*We support our breastfeeding mothers
and their commitment to their children and their job.*

We are proud to be a designated Texas Mother-Friendly Worksite.



TEXAS WOMAN'S
UNIVERSITY

TWU Policy: Purpose and the Process



- Recognizes benefits of breastfeeding
- Will not tolerate harassment, discrimination or retaliation against lactating mothers
- Educational resources
- HR developed policy to accommodate the employee and to ensure department needs are met



Leadership Training and Communication

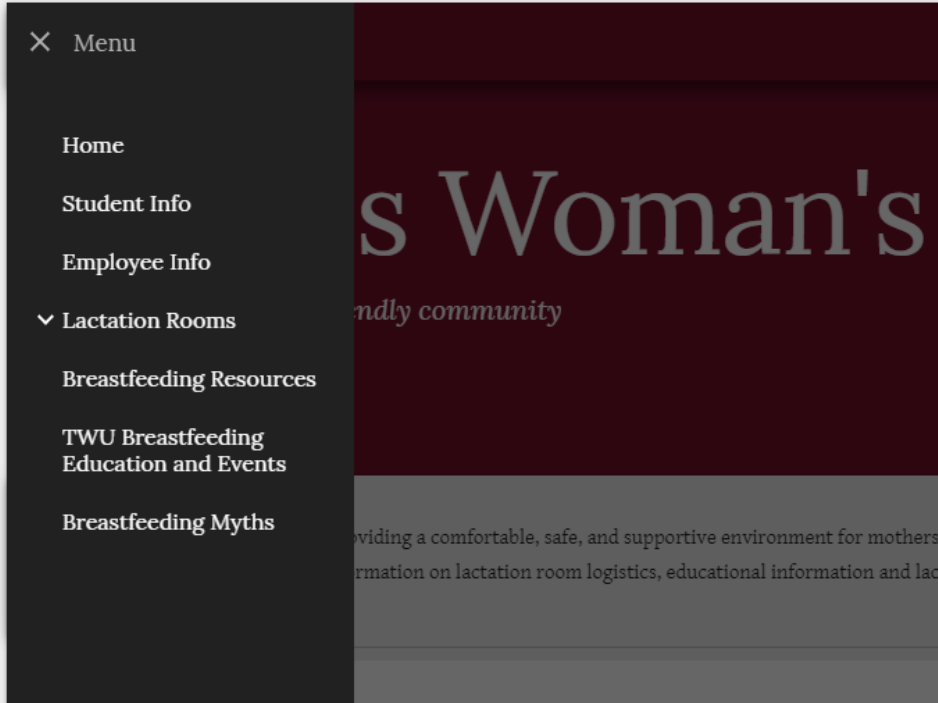
- New Employee Orientation
- Campus Wide Announcements
- Leadership/Supervisor Training



Working and Breastfeeding
It Can Work!



Lactation Rooms-Website



Breastfeeding Classes

Breastfeeding Your Baby While You are Away

- Open to parents, students, employees, supervisors
- Review laws and policies
- Review specific support at TWU
- Present strategies to be successful with breastfeeding and working/going to school
 - Pumping, thawing, storing milk
 - Educating childcare providers
 - Maintaining milk supply



Conclusion

Next Steps

- Surveys of students and employees who have accessed support services
- Photovoice study regarding breastfeeding parents who are students at TWU
 - Exploration of Title IX application to breastfeeding
- Engaging with community resources
 - WIC
 - Local hospitals and lactation consultants



Breastfeeding is a Labor of Love that Benefits the Whole Community

