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.
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
Lactation Rooms - Website

The website provides a comfortable, safe, and supportive environment for mothers, offering information on lactation room logistics, educational information, and lactation resources.

Menu

- Home
- Student Info
- Employee Info
- Lactation Rooms
  - Breastfeeding Resources
  - TWU Breastfeeding Education and Events
  - Breastfeeding Myths
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/go to school
  – Pumping, thawing, storing milk
  – Educating childcare providers
  – Maintaining milk supply
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