Policies and Procedures

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PURPOSE

Creighton University has adopted this policy in support of lactating students. Creighton recognizes the importance of supporting the expression of breast milk and breastfeeding while on campus. Creighton University recognizes the health benefits associated with breast feeding and is committed to providing private and accessible lactation rooms available to its students.

POLICY

I. Students will make reasonable efforts to pump between classes or outside of instruction time.

    a. If a student needs to express milk during a portion of their class period or learning experience, they may contact the Office of Title IX and Civil Rights Compliance (T9-CRC) for assistance in working with their faculty. Students will work with their instructors and T9-CRC to identify solutions for making up in-class activities that may be missed.

    b. T9-CRC can implement temporary Title IX measures providing students with time and access to private lactation spaces on campus through formal processes of T9-CRC. T9-CRC will communicate any temporary measures to the student's faculty members. Students will work with their instructors and T9-CRC to identify solutions for making up in-class activities that may be missed.

    c. Instructors are prohibited from penalizing breastfeeding students. Students who believe they have experienced discrimination based on their breastfeeding status should contact T9-CRC to file a report.

II. Students will be given reasonable accommodations on the Creighton University campuses to express breast milk.

    a. Lactation rooms will be private, dedicated spaces that are accessible for use during regular building hours. These spaces will be shielded from view and free from intrusion. The room will have a chair and flat horizontal surface for lactation equipment.

    b. Lactation rooms are shared among and available to employees, faculty and students

    c. Students intending to breastfeed are encouraged to visit lactation rooms available on campus.

        i. A list of lactation rooms can be found at:

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https://my.creighton.edu/hr/resources/employee-resources/lactation-rooms

d. Lactation rooms may be located near, but not in or accessed through bathrooms. These spaces will be shielded from view and free from intrusion from other employees or students.

e. Rooms that require a key for entry should be clearly labeled with appropriate instruction for obtaining entry. Lactation rooms should be labeled with appropriate signage so that they are easy to find.

f. The person using the lactation space is responsible for bringing their own equipment and cleaning up the space after each use.

g. In the event multiple eligible persons need the same room at the same time, Human Resources and/or T9-CRC should be contacted to resolve such matters. Those offices will work together to find solutions that meet the needs of all affected persons.

SCOPE
This policy is applicable to all University students who need to express breast milk while attending Creighton University. Students who require accommodations related to their employment at Creighton should refer to the University Lactation Policy.

ADMINISTRATION AND INTERPRETATIONS
For support and guidance in interpreting and administering this policy, reference the Creighton Lactation page (https://my.creighton.edu/hr/resources/employee-resources/lactation-support), contact the Human Resources Department (https://www.creighton.edu/administration/human-resources) or the Office of Title IX & Civil Rights Compliance (https://www.creighton.edu/generalcounsel/title-ix-compliance).

AMENDMENTS OR TERMINATION OF POLICY
Creighton University reserves the right to modify, amend, or terminate this policy at any time.