



Policy Type (choose one): **New** or Existing

Recommended By (Name, Title, Date):
Nicodeme August, Title IX Coordinator – June 8, 2023

Approved By (Name, Title, Date):
Zvi Szafran, President, September 22, 2023

Effective Date: July 1, 2023
Last Review Date: June 8, 2023

Policy Contact: Title IX Coordinator
Contact Phone: 315-386-7050

Breastfeeding Support Policy

I. SCOPE

This policy applies to all employees and students, regardless of gender, who are breastfeeding or expressing milk for their infants.

II. POLICY STATEMENT

At SUNY Canton, we are committed to supporting the health and well-being of our employees and students, including those who are breastfeeding. This policy aims to ensure that employees and students who choose to breastfeed have the necessary accommodations and support to continue breastfeeding their infants.

III. POLICY

The College will provide:

- Private Lactation Area:** SUNY Canton will provide a dedicated, private space for breastfeeding or expressing milk that is shielded from view and free from intrusion by others. The lactation area is equipped with a comfortable chair, a table/surface for breast pump setup, and access to an electrical outlet. A sink for handwashing and a refrigerator for storing expressed milk are also available in this space.
- Reasonable Breaks (Employees):** Employees will be allowed reasonable breaks during their workday to breastfeed or express milk. The frequency and duration of breaks may vary depending on individual needs, but they should be provided in a manner that does not unduly disrupt the employee's workflow.
- Flexibility:** Whenever possible, SUNY Canton will strive to provide flexible work arrangements or adjust work schedules to accommodate employees' breastfeeding needs, while considering operational requirements. Faculty and staff will work to support student breastfeeding needs and will provide flexibility where possible.

IV. DEFINITIONS

N/A

V. OTHER RELATED INFORMATION

Support and Communication:

1. **Awareness:** SUNY Canton will ensure that all employees and students are aware of their rights and the support available to them under this policy.
2. **Education:** SUNY Canton may provide educational resources, such as workshops, literature, or online materials, to promote understanding and awareness of the benefits of breastfeeding and the rights of employees and students in relation to breastfeeding.
3. **Communication:** SUNY Canton will maintain open lines of communication with employees and students who are breastfeeding to address any concerns, provide necessary support, and ensure their needs are being met.

Compliance and Non-Retaliation:

1. **Compliance:** All SUNY Canton employees are required to comply with this policy and the parameters within it.
2. **Non-Retaliation:** Retaliation against any employee or student who exercises their rights under this policy or assists others in doing so is strictly prohibited. Any incidents of retaliation should be reported immediately to the Human Resources Department (employees) or the Title IX Coordinator (students).

VI. PROCEDURES

1. Employees or students wishing to access the Lactation Space are required to submit a [Lactation Space request form](#).
2. Request forms will go to the Title IX Coordinator for review.
3. The Title IX Coordinator will directly contact the employee/student regarding their request and the rules for the use of the space.
4. Any questions regarding breastfeeding/lactation needs should be directed to the Title IX Coordinator – 315-386-7050.

VII. FORMS

[Lactation Space request form](#) is located on the Title IX webpage.

VIII. AUTHORITY

SUNY Policy by way of Governor’s Legislation

IX. HISTORY

N/A

X. APPENDICES

N/A

XI. FREQUENCY OF REVIEW AND UPDATE

Policies will have a normal review period of every five (5) years unless required otherwise.

This policy will be periodically reviewed to ensure its effectiveness and compliance with relevant laws and regulations. Updates or modifications to this policy will be communicated to employees and students in a timely manner.

XII. SIGNATURE, TITLE, AND DATE OF APPROVAL

Zvi Szafran
Policy Approver – Printed Name


Policy Approver – Signature

President
Title

9/22/23
Date of Approval