YESHIVA UNIVERSITY
Lactation Room Policy and Procedures

Policy

Yeshiva University is committed to supporting breastfeeding mothers in the workplace, in accordance with the New York State Department of Labor Guidelines.

It is the policy of Yeshiva University to allow lactating mothers the opportunity to take time away from work to express breast milk for up to three (3) years following child birth. The University provide a clean private room or other location within close proximity to work areas where employees can express milk in privacy.

Scope

This Policy applies to all Yeshiva University faculty and staff (including temporary and casual staff). Employees covered under collective bargaining agreements are also covered under this policy. Managers are encouraged to work within applicable union policies and contracts.

Procedure

To request an accommodation for unpaid/paid break time, employees should give advance, written notice to their immediate supervisor or manager so as to ensure adequate staffing within the department. Nursing mothers are provided a reasonable amount of unpaid break time, or they may use paid break time, to express milk as frequently as needed. The break time shall, if possible, run concurrently with any break time already provided to the employee and should not exceed normal time allowed for breaks and meals, unless an alternative arrangement is made with the supervisors.

To request access to the room please contact the following:

- Wilf Campus Security: 212.960.5200
- Beren Campus Security: 212.340.7796
- Brookdale Campus Student Services: 212-790-0429

It is best to provide at least ten days advance notice of your need for the room and your expected schedule, but the University will do its best to accommodate the same and next-day requests. Access is provided either by key or code. The individual campus contacts listed above will communicate any change in access in advance.

Please respect the privacy of all lactation room users by knocking prior to entering the room. Never prop open the door. You are expected to clean up after each use of the room, out of respect for the next user and to prevent contamination. Please allow enough time in your schedule to clean the surfaces and dispose of trash properly. We recommend that you bring antibacterial wipes with you.
Space for Lactation

Each room is secure, private, and sanitary and is equipped with a table and chair and locks from the inside. The rooms are within reasonable proximity of running water and a refrigerator. Nursing mothers will need to provide their own breast pumps, adapters and accessories. The University is not responsible for the security or integrity of breast milk stored in or outside of the university refrigerators.

Employees may access the lactation rooms only for the purposes of expressing and collecting breast milk.

Complaint Procedure

New York State law prohibits discrimination against an employee who chooses to express breast milk in the work place. Any complaints of discrimination will be handled under the University’s Non-Discrimination & Anti-Harassment Policy. At any time, an individual may pursue other remedies available under New York State.

Room locations

Wilf Campus
  Belfer Hall – 218A
  Furst Hall – 516
Beren Campus
  245 Lexington – 103
  215 Lexington – 402A
Cardozo Campus
  4th Floor