

SACSW Lactation Accommodations Accomplishments

After a SACSW review of lactation facilities across the UC System indicated a wide range in the quality and the quantity provided at UC locations, SACSW recommended the establishment of Lactation Facility Standards in its 2010 inaugural report to then President Yudof. SACSW representatives then worked closely with UCOP to provide input into the development of [PPSM-84 \(Accommodations for Nursing Mothers\)](#) (established in 2013) and to develop criteria to assess the extent to which UC locations are meeting and exceeding the minimal legal requirements and recommended procedures within PPSM-84.

A SACSW 2016 Lactation Accommodation Follow-up Survey was conducted to assess the extent to which locations are meeting the recommended procedures outlined in PPSM-84. In addition, the survey highlights best practices for providing exceptional support to nursing mothers, and identifies common barriers that need to be addressed. Administered in Spring 2016, the survey was completed by representatives at the 10 UC campuses, as well as the Division of Agriculture and Natural Resources, the Lawrence Berkeley National Lab, and the UC Office of the President. We are pleased to note that there has been an almost 200 percent increase in the total number of lactation spaces reported systemwide (from 84 in 2010 to 238 in 2016). However, there is a wide range in the number of available lactation rooms at the locations that meet the basic requirements, from a low of 4 to a high of 49. Some of this difference can be accounted for by the differences in population at the locations, but not entirely. The survey also illuminated the need for further work to ensure that all locations are meeting the minimum procedures. Appendix B of this report provides highlights from the survey, and Appendix C is the full summary of the survey. In addition, locations reported anecdotally that information and attention from SACSW has led to improvements in their compliance with lactation accommodation standards.

Recommendations

The findings from the 2016 Lactation Accommodation Follow-up Survey indicate the need to continue to focus on the six 2010 recommendations, in order to make additional progress to meeting the *Lactation Facility Standards for the UC Community*, developed by SACSW. The basic level standard generally corresponds to current legal requirements. The silver level standard reflects University goals corresponding to recommended minimum procedures outlined in the policy. The gold level standard indicates practices for providing exceptional support to nursing mothers.

- Lactation rooms should be funded and adequately administered with someone in the local UC structure clearly denoted as responsible for the program.
 - The 2016 survey found 62 percent of locations report having an administrative home for their lactation accommodation services. One location pointed out that it can be difficult to monitor progress to meet the lactation accommodation standards without an administrative home. Locations indicated that funding for lactation facilities is most effective and needed for new rooms, maintenance,

hospital pumps, and décor to make nursing mother feel more comfortable.

- All lactation facilities should be clearly labeled as such and located in accessible areas.
 - The 2016 survey found 80 percent of locations meet the basic requirements of having a web page with access information; that the lactation spaces are easily found by location website's search engines; and are clearly labeled and located in accessible areas.
- Lactation facilities and programs should be widely advertised and information about them should be easily found by search engines on the location's websites.
 - The 2016 survey found 85 percent of the locations report meeting the silver standard of having additional local breastfeeding resources posted online; however, only 31 percent have active campus outreach to promote breastfeeding/lactation program.
- UC should provide dedicated funds for lactation programming to support projects at each UC location.
 - The 2016 survey found that one of the two most commonly mentioned best practices is for locations to provide parenting/maternity programs that include lactation consultation, classes, and support groups. However, offering these types of programs can be cost prohibitive for many locations.
- Nursing women should have access to a comfortable, private, lockable room within a 5-minute walk from their work location. Lactation rooms should be equipped with breast pumps and refrigeration.
 - The 2016 survey found 87 percent of locations report lactation spaces that are within a 5 minute walk. One of the two most commonly mentioned best practices is to provide hospital grade pumps; a gold standard. 60 percent of locations indicated having hospital grade pumps.
- All UC locations should commit to making lactation stations available in existing buildings, and during planning phases, provide for lactation stations in all new UC buildings.
 - The 2016 survey found that funding needs to be included in the design plans for new construction.

Questions

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