

LACTATION FACILITY STANDARDS FOR THE UC COMMUNITY

Criteria	Minimum Requirement	Recognition Levels	
	Basic	Silver	Gold
Place	<p>Private, sanitary space (not a toilet stall). Equipped with lighting, a table, comfortable chair, and electrical outlet.</p> <p>Lactation spaces located in close proximity to a nursing mothers work area.</p>	<p><u>Same as Basic, plus:</u></p> <p>Private rooms that lock from the inside.</p> <p>A source of hot running water is within close proximity or in the room.</p> <p>Rooms are within a 5 minute walk from work area.</p> <p>Sanitary or disinfectant wipes are available for cleaning spills and hands.</p>	<p><u>Same as Silver, plus:</u></p> <p>A hospital grade electric pump may be available for use on campus.</p> <p>When required for certain types of jobs, where time/logistical constraints make it difficult to leave the building, a room equipped at least with basic level requirements is located within the building.</p>
Time	<p>A reasonable amount of time. Break times will be at mutually-agreeable times, no fewer than twice per day.</p> <p>The break includes the time associated with travel, expressing milk, clean-up, and storage.</p>	<p><u>Same as Basic, plus:</u></p> <p>Break times will be at mutually agreeable times up to three times per day.</p>	<p><u>Same as Silver, plus:</u></p> <p>Break times will be at mutually agreeable times up to three times per day. Process in place to request additional flexibility if required.</p>
Access	<p>Webpage with information to show location of lactation rooms, how to register to use and access the rooms.</p> <p>Lactation facilities should be easily found by search engines on the location's websites. Lactation facilities should be clearly labeled and located in accessible areas.</p>	<p><u>Same as Basic, plus:</u></p> <p>A method to indicate that room is in use, for example a sign-in sheet or dry erase board with time being used (ie., 10:00am - 10:20am).</p>	<p><u>Same as Silver, plus:</u></p> <p>Reservation mechanism, e.g. web-based system or other sign up system for reserving rooms (to ensure room availability when arrive to use it).</p>

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Education/Information/Support	<p>Accommodations for Nursing Mothers California Law (AB 1025; Labor Code Section 1030-1033) posted.</p> <p>Accommodations for Nursing Mothers - PPSM 84 posted.</p>	<p><u>Same as Basic, plus:</u></p> <p>Location has a website with links to local breastfeeding resources (including importance and encouragement of breastfeeding).</p>	<p><u>Same as Silver, plus:</u></p> <p>Active campus outreach to promote breastfeeding/lactation program (at least two activities).</p> <p>Depending on the needs of the campus community, activities could include: Educational materials in rooms, training program for campus managers and supervisors, an information brochure about the program provided to all expectant mothers, a moderated online interactive community for mom-to-mom interaction, lactation counseling/consultation or workshops, or other education/information/support.</p>

Items Consistent with Each Level

1. Locations are encouraged to include a provision in their Campus Standards and Design Guide for new construction or renovated construction plans to incorporate designs for, at minimum, a private space equipped with locking door, lighting, an electrical outlet, table and chair.
2. Locations are encouraged to designate an administrative home for the lactation support program. This could be in Human Resources, the Wellness area, Health Centers or another appropriate office.
3. Locations are encouraged to gather feedback from women who use the lactation facilities. Options for collection feedback include Usage Logs and/or Employee Satisfaction Surveys. See samples on the SACSW website.