

Lactation Support in the Workplace

Independence Community College strives to create a workplace that is both productive and supportive of its faculty, staff, and student employees in their familial roles. ICC recognizes the benefits of workplace support for breastfeeding individuals.

Policy

Independence Community College will provide employees reasonable break time, mealtime, leave time, and/or a flexible work schedule to express breast milk for their nursing child for up to two (2) years after the child's birth.

The following locations have been identified as Lactation Rooms:

- Main Campus – Academic Building, Room 117
- West Campus – Room 106

Breastfeeding individuals should contact Human Resources to request a Lactation Support Accommodation Request:

1. Human Resources will review each Lactation Support Accommodation Request individually.
2. Human Resources will consider each request with different scheduling options available to the person which allows them to continue to fulfill their job duties at the college.
3. Human Resources will notify employee of their request status and will work with the employee's manager to ensure the breastfeeding person will be given reasonable time to travel to a Lactation Room, express breast milk and time to travel back to work assignment location.

Effective: 03/11/2021