



# Lactation Policy

## Title IX Addendum 12.27.2022

### **AIAM Lactation Policy**

AIAM supports breastfeeding and has adopted this policy in support of lactating students. AIAM will provide lactating students with the accommodations needed to have access to equal educational opportunities while also meeting their health needs.

This policy is applicable to students who need to express milk or breastfeed during their studies.

### **Definitions**

*Lactating students:* Any student who expresses milk for the nourishment of a child.

*Medical necessity:* a determination made by a health care provider of the student's choosing

*Reasonable accommodations:* Changes in the academic environment or operations that enable a lactating student to continue to pursue their studies and enjoy equal educational access

*Absence from class* includes tardiness or a break for the expression of breast milk within a class period.

### **Designated Lactation Spaces**

AIAM offers its library for the purpose of expressing milk. The room locks and a sign is available to place on the door alerting others to its use. A student sitting at the library's table is not visible.

If the library is not available, the student should go to the front desk and ask for the Director on Duty for assistance in identifying an alternate area.

### **Lactation Breaks During On-Campus Classes**

- a. Students will make reasonable efforts to pump between classes or outside of instruction time.
- b. Lactating students who must pump during a portion of their class period shall inform the instructor of the need and estimated time away from class.
- c. Instructors are prohibited from penalizing breastfeeding students for their absence needed to express breastmilk on campus.
- d. Instructors will identify solutions for making up in-class work and instruction missed.

### **Online Class Accommodations**

- a. Students will make reasonable efforts to breastfeed between classes or outside of instruction time.
- b. Breastfeeding students have the right to breastfeed during class. Breastfeeding students will notify the instructor via chat why the camera will be off and for how long.
- c. Instructors are prohibited from penalizing breastfeeding students for their absence needed to breastfeed during online classes.
- d. Instructors will identify solutions for making up in-class work and instruction missed.

### **Other Reasonable Accommodations**

- a. Students who need other accommodations related to lactation (other than reasonable time and a clean and private place to express milk) may request accommodations by contacting the Title IX Coordinator, Ms. Fischer at [mfischer@aiam.edu](mailto:mfischer@aiam.edu)
- b. Reasonable accommodations may include avoiding chemicals or exposures, permission to eat or drink, or time off as medically necessary.
- c. The Title IX Coordinator will work with the student and any involved faculty to ensure the student's access to educational opportunities and programming is not diminished as a result of their lactation or breastfeeding.

For further questions, please contact the Title IX Coordinator, Melissa Fischer at [mfischer@aiam.edu](mailto:mfischer@aiam.edu)