



**NORTHERN MICHIGAN
UNIVERSITY**

Support for Nursing Moms

NMU is committed to supporting nursing mothers following the birth of a child by providing lactation accommodations. In accordance with federal and state laws, NMU will provide space, privacy, and time for nursing mothers to express breast milk for up to one year after the birth of a child.

Lactation Room Resources

Nursing mothers need a space that is private (so that no one can see inside), clean, secure, and is not within a bathroom/toilet stall. Additionally, the space should have adequate lighting and seating, electrical outlets for pumping equipment, and close proximity to a source of running water.

University Lactation Spaces

Generally, it is expected if an employee has their own private office (so that no one can see inside), the employee will use their office as their lactation space. If the office is not completely private NMU will make every reasonable effort to alter the space as necessary. The employee should contact Human Resources to request any accommodation.

If an employee does not have, or is unable to use their office space, NMU provides designated lactation rooms. If there is not an existing lactation room within a walk of the work space/classroom area, the university will make every reasonable effort to identify an appropriate space.

Questions?

For any questions related to the lactation accommodation process, please contact:

Human Resources Department * Cohodas 105 * 227-2330