

Middlebury College Breastfeeding Guidelines

Breastfeeding is now understood to be a favorable form of infant nutrition, providing health benefits to both infants and mothers. Since breastfeeding employees need support in the workplace to be able to provide their milk for their infants, Middlebury College has developed the following guidelines:

1. **The College will have available for expectant and/or breastfeeding employees a packet of information that includes the following:**
 - A handout explaining how existing College policies can be utilized to support breastfeeding (e.g., FMLA, CTO, flex time)
 - A list of employees who have agreed to serve as resources on breastfeeding and working at the College
 - A list of breastfeeding resources in Addison County
 - Other handouts on breastfeeding basics and web sites for further reading.

2. **Employees will be provided a place to breastfeed or express their milk.** Employees may use private offices, conference rooms, unused classrooms, or other appropriate spaces. If an employee works in an area without such facilities, she may consult Human Resources and/or an employee on the breastfeeding resource list for help in identifying an appropriate place to pump or breastfeed. Employees can store their expressed breast milk in a staff/faculty refrigerator (containers must be clearly labeled with name and date) or in their own cooler packs.

3. **Employees may use regular breaks and/or CTO or flex time to accommodate breastfeeding or milk expression.** The break time would not exceed normal time allowed for breaks and lunch, unless an alternate arrangement is made with the supervisor.

4. **Staff and faculty will provide support for breastfeeding employees.** Realizing the importance of breastfeeding, the College encourages an atmosphere of support for breastfeeding employees.

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