

EMORY PROVIDES LACTATION ROOMS ACROSS THE INSTITUTION THAT MAY BE USED BY NURSING MOTHERS.

**SEE THE CENTER FOR WOMEN WEBSITE FOR LOCATIONS, WOMENSCENTER.EMORY.EDU/PROGRAMS/NURSING\_MOTHERS/INDEX.HTML**



**EMORY**  
UNIVERSITY

Center for Women

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# *Emory Supports Breast-Feeding*

A GUIDE TO  
MOTHERS' RIGHTS  
AND MANAGERS'  
RESPONSIBILITIES



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## WHY DOES EMORY SUPPORT NURSING MOTHERS?

- Numerous studies have shown that breast-feeding benefits the health of both mothers and babies.
- Emory seeks to provide a family-friendly work and school environment.
- It's the law. According to the Patient Protection and Affordable Care Act, employees must be allowed reasonable break time to express milk for a nursing child.

## ADVANTAGES OF BREAST-FEEDING

- It is the most complete and balanced nutrition for an infant.
- It gives baby protective antibodies—helps prevent ear infections, respiratory infections, diarrhea, and urinary tract infections.
- It decreases baby's risk of obesity, allergies, asthma, celiac disease, inflammatory bowel disease, SIDS, Hodgkin's disease, leukemia, and diabetes.
- It reduces mothers' risk of breast and ovarian cancer, and possibly diabetes and osteoporosis.
- It helps the uterus get back into shape and decreases postpartum blood loss.
- Mothers can eat an extra 500 calories per day while losing weight.
- It is more convenient and much less expensive than formula.



## EMORY'S LACTATION SUPPORT POLICY

Supervisors are required to provide a reasonable amount of break time for nursing mothers to express milk as frequently as needed. They also must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. Emory provides lactation rooms across the institution that may be used by nursing mothers. See the Center for Women website for locations.

Supervisors are not required to compensate nursing mothers for lactation breaks, but where supervisors already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time. The complete policy is available at <http://policies.emory.edu/4.91>.

THE LACTATION ROOM AT YERKES  
NATIONAL PRIMATE RESEARCH CENTER

## Resources

### GENERAL INFORMATION:

[www.womenshealth.gov/breastfeeding](http://www.womenshealth.gov/breastfeeding)

### EMORY INFORMATION:

[womenscenter.emory.edu/programs/nursing\\_mothers](http://womenscenter.emory.edu/programs/nursing_mothers)

Center for Women, [cwe@emory.edu](mailto:cwe@emory.edu)  
or 404.727.2031

## For questions about

### ROOMS AND FACILITIES:

Campus Services, Work Management  
(Customer Service)

[cscsc@emory.edu](mailto:cscsc@emory.edu) or 404.727.7463

### COMPENSATION AND TIME ALLOWED FOR BREAKS:

Employee Relations, [sgonza4@emory.edu](mailto:sgonza4@emory.edu)  
or 404.727.7625