



## E. POLICY STATEMENT

The Patient Protection and Affordable Care Act amended Section 7(r) of the Fair Labor Standards Act in 2010 to require employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the birth and to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express milk.

Old Dominion University

### 3. Assistance

- a. Employees who may have questions, comments or concerns should be directed to the Department of Human Resources at 757-3042.
- b. Students who may have questions, comments or concerns should be directed to the Office of Student Ombudsmen's Offices at 757-683-3442.

### G. RESPONSIBLE OFFICER

Director of Human Resources for Employee Relations & Strategic Initiatives

### H. RELATED INFORMATION

[United States Breastfeeding Committee \(USBC\)](#)

[U.S. Department of Labor, Wage and Hour Division Fact Sheet #73: Break Time for Nursing Mothers under the FLSA](#)

[U.S. Department of Education, Supporting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972](#)

POLICY HISTORY

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Policy Formulation Committee (PFC) & Responsible Officer Approval to Proceed:

/s/ Kathy Williamson \_\_\_\_\_ April 3, 2015 \_\_\_\_\_  
Responsible Officer Date

Policy Review Committee (PRC) Approval to Proceed:

/s/ Donna W. Meeks \_\_\_\_\_ January 27, 2015 \_\_\_\_\_  
Chair, Policy Review Committee (PRC) Date