E. POLICY STATEMENT

The <u>Patient Protection and Affordable Care AcC</u>(A) amended <u>Section (r) of the Fair Labor Standards Ac</u> and 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.

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3. Assistance

- a. Employees who may have uestions, comments or concernshould be directed to the Department of Human Resources at 75373-3042.
- b. Studentswho may have questions, comments concerns should be directed to the Office of Student Ombudsmare Sices at 757683-3442.

G. RESPONSIBOFFICER

Director of Human Resources Employee Relations & Strategic Initiatives

H. RELATED INFORMATION

<u>United States Breastfeeding Committee (USBC)</u>

- <u>U.S. Department of Labor, Wage and Hour DivisioFact Sheet #73: Break Time for Nursing Mothers under the FLSA</u>
- U.S. Department of Education, Suppting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972

POLICY HISTORY	******
Policy Formulation Committee (PFC) & Responsible Officer Approval to Proceed	
/s/ Kathy Williamson	April 3, 2015
Responsible Officer	Date
Policy Review Committee (PRC) Approval to	o Proceed:
/s/ Donna W. Meeks	January 27, 2015
Chair, Policy Review Committee (PRC)	Date