



# California Institute of Integral Studies

## Lactation Policy for Students

Responsible Office	Provost
Approved by	President, August 21, 2019
Scope	Students desiring lactation accommodations
Contact	Provost Office <a href="mailto:ProvostOffice@ciis.edu">ProvostOffice@ciis.edu</a>
Revision History	Created 2018; Revised by Faculty Council 2018

CIIS has adopted this policy in support of students who desire lactation accommodations. Under this policy, CIIS shall provide students with reasonable lactation accommodations so as to offer equal access to equal educational opportunities.

### Designated Lactation Spaces

CIIS has designated room 432A (Mission Street campus) and a room within the Administration Suite (Arkansas Street campus) as a private lactation room. Parents seeking locker facilities where they can elect to store their pumps or breastmilk should contact Student Affairs; more information available at [https://my.ciis.edu/ICS/Student\\_Life/Lockers.jnz?portlet=Free-form\\_Content](https://my.ciis.edu/ICS/Student_Life/Lockers.jnz?portlet=Free-form_Content)

When available and appropriate, CIIS staff may also reserve an additional room for students who are parents (separate from the classroom) that can be used for breastfeeding and/or bonding, which may include:

- teleconference setup (if appropriate for the educational framework of the course);
- space for a caregiver and baby to stay during the allotted time;
- space for the parent and baby to bond (scheduling to be done in coordination with the faculty).

### Lactation Breaks

Student parents will make reasonable efforts to pump between classes or outside of instruction time. Breastfeeding students who must pump during a portion their class period shall inform the instructor of the need and estimated time away from class as soon as possible. Instructors are prohibited from penalizing breastfeeding students for their absence needed to express breast milk on campus. Instructors may request a doctor's note to excuse the absences if they request notes from other students who need excused absences. Instructors and students shall work together to identify solutions for making up in-class work or participation credits, as well as instruction missed. If problems arise, or a student must miss class for longer periods of time due to medical necessity, the student or instructor may contact the Dean or Associate Dean of Students for assistance establishing reasonable accommodations.

**Breastfeeding in Class**

Student parents will make all reasonable efforts to use the designated lactations spaces and to take advantage of lactation breaks. For students who are exclusively breastfeeding yet cannot pump sufficient milk or who have babies who will not reliably take a bottle, the student or instructor may contact the Dean or Associate Dean of Students for assistance establishing reasonable accommodations, including allowing breastfeeding during academic instruction hours. Such accommodations will not be allowed when babies may potentially be exposed to hazardous conditions or areas where biological, chemical or other hazardous wastes, such as in clinics or specialized classrooms/campus areas exist, or where other hazards exist.

**Freedom from Discrimination and Harassment**

CIIS prohibits harassment or other discrimination against students based on their lactation, as a condition related to sex. Harassment or discrimination related to breastfeeding and lactation may be referred to CIIS's Title IX Officer, the Dean of Students, for appropriate action. Any member of the CIIS community may report a violation of this Policy to any supervisor, instructor, or Title IX Officer. Supervisors and instructors are responsible for promptly forwarding such reports to the Title IX Officer.