Funding for this publication was made possible in part by the Department of Health and Human Services (HHS), Office on Women’s Health. The views expressed in written materials or publications and by speakers and moderators at HHS-sponsored conferences do not necessarily reflect the official policies of the HHS, nor does the mention of trade names, commercial practices, or organizations imply endorsement by the US government.

Emory Supports Breast-feeding

A Guide to Mothers’ Rights and Managers’ Responsibilities
WHY DOES EMMORY 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.

For questions about

ROOMS AND FACILITIES:

Campus Services, Work Management (Customer Service)
cscsc@emory.edu or 404.727.7463

COMPENSATION AND TIME ALLOWED FOR BREAKS:

Employee Relations, sgonza4@emory.edu or 404.727.7625

Resources

GENERAL INFORMATION:

www.womenshealth.gov/breastfeeding

EMORY INFORMATION:

womenscenter.emory.edu/programs/nursing_mothers

Center for Women, cwe@emory.edu or 404.727.2031

GENERAL INFORMATION:

www.womenshealth.gov/breastfeeding

EMORY INFORMATION:

womenscenter.emory.edu/programs/nursing_mothers

Center for Women, cwe@emory.edu or 404.727.2031

For questions about

ROOMS AND FACILITIES:

Campus Services, Work Management (Customer Service)
cscsc@emory.edu or 404.727.7463

COMPENSATION AND TIME ALLOWED FOR BREAKS:

Employee Relations, sgonza4@emory.edu or 404.727.7625

Resources

GENERAL INFORMATION:

www.womenshealth.gov/breastfeeding

EMORY INFORMATION:

womenscenter.emory.edu/programs/nursing_mothers

Center for Women, cwe@emory.edu or 404.727.2031

For questions about

ROOMS AND FACILITIES:

Campus Services, Work Management (Customer Service)
cscsc@emory.edu or 404.727.7463

COMPENSATION AND TIME ALLOWED FOR BREAKS:

Employee Relations, sgonza4@emory.edu or 404.727.7625

Resources