



KEAN

Break Time for Nursing Mothers

Kean University is committed to providing reasonable accommodations for an employee to express breast milk for her infant child each time such employee has need to express the milk, pursuant to Section 7 of the Fair Labor Standards Act, as amended by the Patient Protection and Affordable Care Act of 2010 and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) of 2023, and the New Jersey Law Against Discrimination.

Kean University will provide such employees with reasonable break time to express breast milk each day and a suitable room or other location, other than a bathroom, that is shielded from view, free from intrusion from coworkers and the public and in close proximity to the work area, which may be used by an employee to express breast milk. A bathroom, even if private, is not a permissible location under the law. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view and free from any intrusion from coworkers and the public.

Please see [the map](#) for the locations of the dedicated on-campus lactation rooms. Please note that other locations may be designated as lactation areas by the Office of Human Resources on an ad hoc basis based on employee needs.

Employees wishing to request break time and/or lactation space may contact Lorice Thompson-Greer, Professional Services Specialist, in the Office of Human Resources at 908-737-3309 or lgreer@kean.edu.

The New Jersey Law Against Discrimination protects an employee from discrimination or retaliation for breastfeeding or expressing milk. Employees who feel they have been discriminated against because of breastfeeding or expressing milk during breaks in violation of this policy should immediately contact the Title IX Coordinator Catricia Shaw at titleix@kean.edu or (908) 737-5980.