



Resolution Policy

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| | Action Item |
| | For Information Only |

Date: May 21, 2019

RE: Senate Resolution: 190521-4

Resolution to Recommend the Expansion of Lactation Stations across the main campus of Rowan University

Whereas; in 2018, the state of New Jersey passed a law concerning Workplace Breastfeeding Rights. This law requires employers with more than 50 employees to provide space for breastfeeding mothers to express milk in a private space, excluding bathrooms stalls, cars, offices and cubicles. This space must also be within “close proximity” to the employee’s workstation.

Whereas; presently, Rowan University has one dedicated lactation room located in Hawthorn Hall, Room 208. (This space has a sink and fridge, as well a table and chair conducive to breastfeeding and pumping). While this space can be utilized by buildings in close proximity including Memorial Hall, Bunce Hall, and Bozorth, it would most likely not be considered “close proximity” for nursing mothers across our campus.

Whereas; the Silver, (2010) report demonstrates that workplace satisfaction is increased as this issue is not an accommodation program for women, it is a contemporary workforce issue, a matter of workforce equity, and community health issue.

Whereas; the university acknowledges pregnant and parenting students, a formal policy and education should be developed for the Rowan community to ensure that supervisors and subordinates are knowledgeable in how to develop the most efficient schedule(s) as no to disrupt business operations.

Be it Resolved; the Senate Diversity Committee recommends the expansion of designated lactation in the following buildings in order to accommodate all nursing mothers:

- Rowan Hall
- James Hall
- Chamberlain Student Center
- Winans Hall
- Enterprise
- Shpeen Hall
- Oak & Laurel Hall
- Savitz Hall
- Business Hall

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