

## Lactation Room Requirements<sup>1</sup>

Basic Model (UNC “Basic Level Lactation Room”)	Better Model <sup>2</sup> (UNC “Standard Level Lactation Room”)	State of the Art <sup>2</sup>
Room minimum size 8’ x 10’ (NOT a bathroom or a shower) and fully accessible to persons with disabilities <sup>3</sup>		
Room that locks from the inside <sup>4</sup> and allows for privacy of user (window curtains or blinds)	Privacy curtain shielding door	
Electrical Outlet (110V) within reach of chair and table		
Comfortable chair	+ Footstool	Recliner
Table or flat surface to hold breast pump		
Room located near sink (within 250’)		Sink in room
Paper towels and soap dispenser by sink in nearby room	Paper towels and soap dispenser in room	
Disinfectant wipes in room		
Employee provides breast pump <sup>5</sup>		
Employee stores breast milk in employee fridge, shared employer fridge, or personal cooler		Employer provides small refrigerator in lactation room for storing milk
Changing table <sup>6</sup>		
Wastebasket		
Room is cleaned by University Housekeeping daily and by individual users after use.		
Sign with contact information (Housekeeping, CWC, building manager)	Wall clock Bulletin board for educational materials or communications; educational materials available	Mirror, warm décor Internet access

<sup>1</sup> All specifications comply with federal mandates for lactation rooms and are aligned UNC’s *Lactation Rooms Working Group Report 2011-2012*; this table includes some changes reflecting ACA mandates. **All lactation rooms must be fully accessible to persons with disabilities.** If rooms are designated for multiple users, there must be enough outlets, seating, and counter space to accommodate the maximum occupancy simultaneously.

<sup>2</sup> Better and State of the Art rooms meet the minimum requirements identified in the Basic requirements column (empty boxes) or exceed those minimums (filled boxes).

<sup>3</sup> Existing lactation rooms will be updated to be fully accessible to persons with disabilities, as funds allow.

<sup>4</sup> UNC has the goal to update all existing and new lactation rooms with OneCard-based access.

<sup>5</sup> The ACA mandates that all non-grandfathered health plans cover the purchase or rental of a personal breast pump. For this reason and because of the difficulty of ensuring the hygiene of shared breast pumps in non-hospital setting, UNC no longer recommends including a hospital grade breast pump in designated lactation rooms. This is a change from the Working Group’s recommendations.

<sup>6</sup> All new lactation rooms must include changing tables; existing rooms will be updated as possible.

UNC identifies a third category of space available for lactation: the “Convenience Room.” It is used only as-needed for lactation (e.g., it is not a dedicated space) and does not meet the basic requirements identified by the federal government. It *does* fulfill the following standards:

- Private room that is NOT a bathroom or shower
- Door lockable from the inside for privacy.
- Electrical outlet within reach of workspace and chair.
- Chair
- Workspace (table, desk, or counter)
- Predominantly handicapped accessible.
- Windows have appropriate treatments for privacy.