



**I. 4.2.6 Lactation Support in the Workplace**

Chapter 4 - General Personnel	Original Effective Date: December 2015
Section: 4.2 Employee Relations	Date Last Reviewed: December 2024
Responsible Entity: Senior Vice President for Human Resources & Chief Human Resources Officer	Date Last Revised: December 2024

**II. Purpose**

As a healthcare institution and in accordance with the federal *PUMP for Nursing Mothers Act (PUMP Act)* and *Texas Government Code, Chapter 619 Right to Express Breast Milk*, UT Health San Antonio) supports activities that contribute to the health and well-being of its employees and their families. Because of this commitment, UT Health San Antonio will provide designated, private rooms for lactating individuals to breastfeed or express milk.

**III. Scope**

This policy applies to all lactating employees of UT Health San Antonio who need privacy for breastfeeding or expressing milk while on a UT Health San Antonio campus or in a facility owned, operated, or otherwise controlled by UT Health San Antonio.

**IV. Policy**

**A. General Policy**

UT Health San Antonio has established designated lactation/breast pump rooms across its campuses and facilities to provide a private and sanitary place for lactating employees to use during work hours. These rooms provide an electrical outlet, comfortable chair, and nearby access to running water. Employees who have a private office may also use that space for this activity in place of a designated room.

**B. Requirements**

1. Employees will be provided breaks to accommodate breastfeeding or milk expression but must obtain advance approval from their supervisor before leaving their work area or location to ensure operational requirements are minimally impacted.
2. Time used to breastfeed or express milk should not exceed regular breaks and/or lunch. For time away above and beyond breaks/lunch, accrued leave may need to

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be used, or a flexible schedule may need to be approved by the employee's supervisor.

3. Locations of designated lactation rooms may be obtained by contacting the Office of Human Resources (OHR) at 567-2600 or by visiting [OHR's site listing private lactation/breast pump rooms across UT Health San Antonio facilities](#).

#### V. Definitions

*There are no defined terms used in this Policy.*

#### VI. Related References

[Texas Department of State Health and Human Services, Worksite Lactation Laws](#)

#### VII. Review and Approval History

The approving authority of this policy is the University Executive Committee.

Effective Date	Action Taken	Approved By	Effective Date
12/2015	Policy Origination		
12/2024	Policy Revision/Discretionary Edits		