013013 LACTATION ROOM/MOTHERS’ ROOM

PART 1: GENERAL

1.01 MOTHERS’ ROOM GENERAL REQUIREMENTS

This room is intended to help support faculty, staff, and student mothers with their decision to breastfeed and is in conformance with the Federal Patient Protection and Affordable Care Act, New York State Labor Law section 206-c and Cornell University Policy 6.9 for Lactation Time Away From Work.

The employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, where an employee can express milk in private. While this can be a temporary space established for specific times and/or individual, this standard outlines the requirements where permanent lactation rooms are established.

1.02 PROJECTS THAT SHALL INCLUDE A PERMANENT LACTATION ROOM

A. This determination shall be made in consultation with the University Planning Office and Work/Life in Human Resources.

B. Major interior renovation projects, new construction and potentially restroom renovation projects are candidates for adding permanent Mothers’ Rooms to the Campus inventory. The construction of a new 80,000 plus GSF academic or lab/research building should include a permanent lactation room regardless of surrounding campus need, since the new building population could support this requirement.

C. Capital projects that do not have an interior renovation component (exterior roofing, masonry restoration, utilities, etc.) should not be a mechanism to add these rooms, since this complicates the original project scope.

D. Smaller buildings do not necessarily have the requirement of a permanent Mothers’ Room if an existing facility within a 5 minute walking distance can support this need.

E. Buildings (building complexes) that are well served by existing Mothers’ Rooms shall not be required to provide additional dedicated rooms per this standard. Projects that remove a Mothers’ Room during construction should make a concerted effort to replace it as part of renovation.
1.03 REGULATORY LACTATION ROOM REQUIREMENTS

A. Room needs to be on an accessible route/floor. All accessories, equipment, furniture, and casework shall be provided and installed to comply with ALL accessibility clearances and regulations. (Door approach, turning radius, counter top height, fixtures, side approach, etc.)

B. Room shall have a privacy latch and/or locking door hardware. Ideally, when the latch is in the locked position, the exterior hardware displays the word “occupied.”

C. Windows, sidelights and doors shall be modified or detailed to provide visual privacy to the space. Window treatments should match the overall building standard.

D. Furniture in the room shall include at minimum a comfortable chair and small table (or countertop or desk). The chair should be upholstered, cushioned, have armrests, high back, and be a regular seating height – not low.

E. Exterior room signage shall designate room use as “Mothers’ Room” and room number, matching the building standard in which it is located. Include the international breastfeeding symbol on the sign.

F. Provide at least one electrical duplex outlet next to where the individual will use the pump.

G. Room shall meet standard office level illumination and ventilation requirements.

H. Lactation room cannot be a restroom, toilet stall, storage room, or janitor’s closet.

1.04 STRONGLY ADVOCATED LACTATION ROOM CRITERIA

A. Lactation room (Mothers’ Room) should provide a sink within the room or be adjacent to a women’s restroom. Ideally, the dedicated sink would be installed in casework to provide the space necessary to clean equipment and containers, etc.

B. Under-counter refrigerator for keeping breast milk cold versus total reliance on freezer packs and cooler bags.
C. Provide additional electrical outlets throughout the room for greater flexibility in room use/furniture placement. (GFI outlets near lavatory/sink locations)

D. Room finishes should be warm and comfortable (avoid institutional/health care appearance – carpet tile is better than VCT for example).

E. Dimmable lighting should be provided allowing personal adjustment.

F. A thermostat, if possible, to allow user control over room temperature.

G. Especially if a sink is provided, there should be a paper towel dispenser and soap dispenser that aligns with Cornell’s restroom accessory standards.

H. Provide a mirror in the space, full length preferred.

I. Providing half-height lockers for people to store their personal equipment, cooler bag, sweater, etc.

J. Tack board within the room to post literature and helpful resources.

K. Waste receptacle (preferably with a foot operated lid).

L. Telephone and Computer outlet.

M. Coat Hook on back of door.

Refer to Photo 1 for an example.

Any deviations or conflicts with these standards and existing field conditions shall be brought to the immediate attention of The Office of the University Architect and Planning Office for resolution.
Photo 1: Mann Library Example