

Lactation/Breastfeeding Policy

Objective

As part of our family-friendly policies and benefits, Ramapo College supports breastfeeding employees by accommodating an employee who needs to express breast milk during the workday. Upon the employee's return to work, the employee, as needed, is provided access to an on-site lactation space.

Accommodation for Lactating Employees

For up to one year after the child's birth, any employee who is breastfeeding will be provided reasonable break times to express breast milk. Ramapo College has designated the following rooms for this purpose:

E214A

G101

Employees must reserve the room by contacting our Benefits Office at ext. 7617 or hrbenefits@ramapo.edu. Employees who work offsite or in other locations will be accommodated with a private area as necessary.

A small refrigerator reserved for the specific storage of breast milk is available. Any breast milk stored in the refrigerator must be labeled with the name of the employee and the date of expressing the breast milk. Any nonconforming products stored in the refrigerator may be disposed of. Employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration, and tampering.

Breaks in excess of paid breaks and lunch hour should be charged against available personal, vacation and compensatory leave balances.

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