

Sent via UB PSS3 Staff Listserv on November 11, 2015

Dear Colleagues,

UB supports working parents and strives to ensure UB is a welcoming place for all members of our community. For mothers who are nursing, this means having access to appropriate, private and clean spaces for pumping. For working parents, this means providing resources and support to assist you.

For Nursing Mothers:

- Federal and state law [require](#) UB to provide employees break time and private space for pumping. [Title IX](#) also applies to students and requires similar accommodations.
- UB has dedicated lactation spaces in 565A Capen (a separate room accessed through the women's restroom) and 317 Michael Hall. We are also in the process of adding additional dedicated rooms in Baldy, Cooke and NSC.
- For employees who do not work close to a dedicated room, the office of [Wellness & Work/Life Balance](#) or the [Office of Equity, Diversity and Inclusion \(EDI\)](#) will work with your department to locate a convenient, private and appropriate temporary space.
- The office of Wellness & Work/Life Balance offers an [online submission form](#) where you can request assistance with your lactation support concerns.
- Equity, Diversity and Inclusion also arranges lactation space for students, UB visitors and guests, and can be contacted [online](#). Whether spaces are needed as part of a student's class schedule or for a visitor attending an extended meeting on campus, EDI can help.
- If you anticipate needing lactation space, providing advance notice (30 days notice if possible) will help to ensure that we can meet your needs seamlessly. While we will work as quickly as possible to identify spaces, last-minute requests may pose challenges to meeting your needs in a timely manner.
- If you have concerns about an employee expressing milk in the workplace or are an employee having difficulty working out a lactation schedule with your supervisor then please contact Michele Reno from Employee Relations, the [Office of Equity, Diversity and Inclusion \(EDI\)](#) or the office of [Wellness & Work/Life Balance](#), we are here to help.

For Working Parents:

- The UB Employee Assistance Program is available to all UB community members and their families for any concern that may impact them on or off the job. We can help with:

- **Child/Eldercare Needs:** respite for caregivers, coping with the stress of ill child, special needs resources for your child, referrals for good medical care for your child.
- **Financial Concerns:** managing budget needs for your growing family, saving for the future
- **Legal Issues:** finding legal assistance for custody, step parenting, or other types of care.
- **Parenting:** guidance for new parents, special needs, step parenting, adoption, coping with the death of a child and more.
- **Working Parents Group:** share concerns & successes with balancing work & family. 2nd Thursday of each month 12 -1 PM. Contact: clk6@buffalo.edu or call 829-2144.

For additional questions, please contact:

Wellness and Work/Life Balance – (716) 645-5357

Equity, Diversity and Inclusion – (716) 645-2266

Michele Reno, Employee Relations – (716) 645-4464

Employee Assistance Program – (716) 645-4461