

Pregnancy, Parental Leave, and Nursing/Breastfeeding Resource for UW-Stevens Point Employees (and Students)



University of Wisconsin
Stevens Point

Introduction

This resource is primarily for UW-Stevens Point employees. However, there are resources within this document to support students as well. This guide is meant to support all parents of children whether they are pregnant, nursing, planning to nurse, need parental leave for the birth, and/or need leave due to adoption.

Pregnancy & Parental Leave Rights

Federal and state laws protect pregnant individuals and individuals who will become a new parent. The [Wisconsin Fair Employment Act](#), [Federal Family and Medical Act](#), and [Wisconsin Family Medical Act](#) protect an employee's right to take leave for a serious medical condition and/or for the birth or adoption of a child. To support your wellness while planning for your new child, coordinate the expected leave through Human Resources as early as possible to be prepared.

UW-Stevens Point is a covered employer under the [Pregnant Workers Fairness Act \(PWFA\)](#), which requires covered employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions. For more information on the PWFA and how it applies to you, please visit [What You Should Know About the Pregnant Workers Fairness Act | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#).

Right to Nurse

Several federal and state laws protect parents who need to nurse/breastfeed. The [Fair Labor Standard Act \(FLSA\)](#) and [Patient Protection and Affordable Care Act \(PPACA\)](#) require employers to provide reasonable break time ([Department of Labor: Break time for nursing mothers](#)) for an employee to express breast milk for their nursing child for one year after the child's birth each time such employee has a need to express the milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

Wis. Stat. [§ 944.17\(3\)](#), [§ 944.20\(2\)](#) and [§ 948.10\(2\)\(b\)](#) provide that breastfeeding individuals are not in violation of criminal statutes of indecent or obscene exposure. [Wis. Stat. § 253.165](#) provides that an individual may breastfeed their child in any public or private location where the nursing individual and child are otherwise authorized to be. The law specifies that in such a location, no person may prohibit an individual from breastfeeding their child, direct the individual to move to a different location to breastfeed their child, direct an individual to cover their child or breast while breastfeeding, or otherwise restrict the individual from breastfeeding their child.

Additionally, Title IX protects students who are parents and may need to nurse. For more information visit [Title IX Resources for Parenting or Pregnant Individuals](#).

Nursing Locations at UW-Stevens Point

UW-Stevens Point has designated nursing/lactation spaces on all three of the primary campuses. An employee may also use their individual office if they are able and prefer. A department may need to make modifications to create a space that is adequate. Contact HR for guidance on modifications or accommodations.

Marshfield Campus	Stevens Point Campus	Wausau Campus
<ul style="list-style-type: none">• WW Clark Administration Building - Room 105	<ul style="list-style-type: none">• Chemistry/Biology Building (CBB) - Room 119• College of Professional Studies (CPS) - Room 238A• Collins Classroom Center (CCC) - Room 222• DeBot Dining Center - Room 052A• Dreyfus University Center (DUC) - Room 222A• Stevens Point Campus Map	<ul style="list-style-type: none">• Main Academic Building - Room 328

Coordinate/Schedule Nursing During Work

Notify your supervisor prior to returning from leave if you plan to nurse/breastfeed your baby and need time away from work to lactate.

- Test how often and how long you will need to nurse prior to having a coordination discussion for scheduling break times.
- Discuss the frequency and length of breaks needed.
 - Typical: 20-30 minutes twice per day.
 - More frequent with less time may be preferable depending on your needs.
 - If twins or more babies were born, it is reasonable to have additional breaks.

Additional Resources

Breastfeeding

- [Prenatal Care Coordination \(PNCC\)](#) - Portage County
- [Breastfeeding Services](#) - Wood County
- [Breastfeeding Support](#) - Marathon County
- [UWSP School of Health and Wellness - Breastfeeding](#)

Other Resources

[Childcare On-campus](#) - The Helen R. Godfrey University Child Learning and Care Center (UCLCC) provides convenient childcare services at a reasonable cost to UW-Stevens Point students, faculty/staff, alumni, and community members. UCLCC is nationally accredited by the National Association for the Education of Young Children (NAEYC) and rated a 5-star provider by YoungStar, Wisconsin's quality rating program.

[Childcare Off-campus](#) - Wisconsin Department of Children and Families

The vision of the Wisconsin Department of Children and Families (DCF) is that all children have access to high-quality early care and education.

[Nurse-Family Partnership](#) - Marathon County

Nurse-Family Partnership (NFP) is an evidence-based, community health program with 45 years of research showing significant improvements in the health and lives of moms and their children affected by social and economic inequality.

[Prenatal Care Coordination \(PNCC\)](#) - Portage County

PNCC is a Medicaid benefit that helps pregnant women get the support and services they need to have a healthy baby.

[Health Department – Family Health](#) – Wood County

The Wood County Health Department has programs and information available to help you protect your family's health.

[The Pregnant Scholar](#)

An online collection of information about Title IX and pregnant/parenting.

[UWS-UWSP Benefits – Life Event: Birth or Adoption](#)

The resources to add a new family member to a current UWS benefits plan.

[WIC \(Women, Infants, and Children\) Program](#)

The Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) is a nutrition program for pregnant women, women who are breastfeeding, and families with children younger than 5. WIC provides nutrition education, breastfeeding education and support, supplemental nutritious foods, and connections to other community services. Wisconsin families want to raise strong and healthy kids and WIC is here to help.

Questions/Concerns/Request a Leave

Contact Human Resources at 715-346-2606 or hr@uwsp.edu.