Lactation Map, Resource Website Among UA's Services for New Parents

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The UA prides itself on being a family-friendly environment, and some new initiatives are in place to make new parents feel even more comfortable on campus.


The two entities began working together in 2013 to create systemic opportunities for lactation space expansion. This combined space-planning effort helps increase employee and student mothers' convenience regarding accessibility, distance and time. It also supports family needs and campus productivity, while serving as a strategic recruitment and retention tool.


Additional UA Life & Work Connections services for new and expectant parents include lactation consultations and meetings with Employee Wellness and Health Promotion[4] professionals regarding prenatal, maternal and infant nutritional needs.

"The University is committed to all of its employees achieving that ideal work-life balance, and the collaboration leading to University lactation space requirements is just one additional step on that path," said Caryn Jung, senior coordinator of Life & Work Connections.

Lactation spaces[5] at the UA have to meet a high standard. Each is established, equipped and maintained by host colleges and departments, and the spaces are not to share space within a restroom. Spaces are shielded from view, free from intrusion from fellow employees and the public, and meet regulatory location requirements.

"These aren't intended to be multipurpose rooms or anything like that. These are specific rooms with a specific purpose to provide comfort and privacy above all else," said Rodney Mackey, associate director of Planning, Design and Construction at the UA.

Every new or renovated building on campus will have lactation spaces that meet these guidelines. They must be appropriate for mothers who are either breastfeeding or expressing breast milk. Individuals are responsible for providing personal breast pumps and accessories.

The UA was cited as a model university regarding its campus lactation resources in "Breastfeeding Best Practices in Higher Education" in 2014.

In addition, the Division of Human Resources[6] is helping UA employees with their family
planning activities. The Family Care Workgroup of the UA Commission on the Status of Women recently approached HR about creating a single place where prospective and new parents could educate themselves and advocate for their needs.

**UA Resources for Expecting and New Parents** [7] is a one-stop website that helps employees and supervisors orient themselves to family-friendly UA policies, available resources, useful information and child-friendly activities on campus.

"Employees can also bring their family members to our offices for consultations, so we can create the most effective, inclusive plan," said **Jodi Charvoz**, a registered dietitian and senior program coordinator and nutrition and fitness counselor at Life & Work Connections.

In 2014, the UA became one of the first institutions in Arizona to offer six weeks of paid parental leave [8], and the University is perennially identified as an exemplary model regarding its work-life practices by World at Work's Alliance for Work-Life Progress.

Awarded its fifth consecutive "Seal of Distinction" [9] in 2016, the UA was assessed on the breadth and depth of its work-life portfolio and on evidence of support in areas including dependent-child and elder care, workplace flexibility, health and wellness, community involvement, organizational culture and progressiveness.

"We've received feedback from many other universities, and we know what we do is so unique and customized," Jung said. "We're proud to provide these services to our campus community."

**Source URL:** [https://uaatwork.arizona.edu/lqp/lactation-map-resource-website-among-uas-services-new-parents](https://uaatwork.arizona.edu/lqp/lactation-map-resource-website-among-uas-services-new-parents)

**Links:**