

TUFTS UNIVERSITY PREGNANCY & LACTATION RESOURCES

for faculty, staff, students, applicants and third parties visiting Medford/Somerville, SMFA, Boston and Grafton campuses

Pregnancy and Lactation are protected categories under state and federal law. Pregnancy and lactation protections have various intersections with federal and state laws and can be found under Title IX, Title VII, Tufts University policy, and possibly under the Americans with Disabilities Act (ADA) if a pregnancy status also causes a temporary disability. Any pregnant individual is protected from being retaliated or discriminated against for their pregnancy and/or lactation status during their academic and/or professional endeavors at Tufts.

POLICIES

Tufts University does not discriminate in its employment and/or education programs against any employee and/or student based on their current, potential, or past Pregnancy or Pregnancy-related conditions. Tufts University will provide modifications to individuals based on pregnancy or pregnancy-related conditions, including but not limited to: pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions and recovery. Information on our pregnancy and lactation policies can be found on the [OEO website](#).

LACTATION ROOMS

Any nursing individual who is a member of the Tufts community or visiting one of the campuses can use the designated lactation rooms. Employees and students are entitled to reasonable breaks for this purpose as well as sufficient time to get to and from the lactation room. Each lactation room is private, clean, shielded from view and free of intrusion by others. They each have a chair, a table or desk, and electrical outlets. Anyone using the lactation room needs to provide their own pump as well as storage containers and a small cooler or other container to store the expressed milk. The list of lactation rooms and how to access them on the various campuses are available on the [OEO website](#) and you can reach out to OEO if you have any questions or concerns about a lactation room.

RESOURCE SUPPORT & REFERRALS

OEO is required to send any pregnant individual information about requesting modifications for their pregnancy or pregnancy-related condition. The OEO Title IX Coordinator or her designee can coordinate specific actions to prevent sex discrimination and ensure the employee and/or student's equal access to their employment, education program, or activity. Faculty and staff are mandatory reporters under Title IX so if they become aware of a pregnant employee and/or student they must refer their name to OEO, who will then reach out to offer support to that individual. OEO will inform the individual of the university policies as well as rights and protections afforded to them against discrimination or retaliation because of their pregnancy, pregnancy-related conditions or lactation status. Each Tufts campus also has OEO Title IX liaisons who are trained university employees. Liaisons provide information about OEO to those who request it and connect students and employees to resources and support available at OEO for pregnant community members. Additional information, including a list of liaisons for each campus, is available on the [OEO website](#).

MODIFICATION REQUEST PROCESS

OEO will work with individuals requesting modifications related to pregnancy and lactation to ensure equal access to their employment, academic and/or professional program. Individuals may qualify for a reasonable modification based on pregnancy and pregnancy-related conditions, including: pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions and recovery. Additional information can be found on the [OEO website](#). To contact OEO directly to initiate a pregnancy or lactation-related modification request, contact Katherine Vosker, Accommodation Manager & 504 Officer, at 617.627.0657 or katherine.vosker@tufts.edu. *Katherine reports to Jill Zellmer, Title IX Coordinator & OEO Executive Director. Jill can be contacted at 617.627.3298 or jill.zellmer@tufts.edu.*