

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 under state and federal law.

Pregnancy and lactation protections have various intersections with federal and state laws and can also be found under Tufts University policy as well as the Americans with Disabilities Act (ADA) if a pregnancy or related condition causes a temporary disability. Any pregnant individual is protected from being retaliated or discriminated against as a result of their pregnancy, pregnancy related condition 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 Pregnancy or Pregnancy-related conditions. Tufts University will provide work or academic adjustments 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 who is visiting one of the campuses can use the designated lactation rooms. Lactating employees and students are entitled to reasonable breaks for lactation 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 adjustments due to their pregnancy or pregnancy-related condition. The OEO can coordinate specific actions to prevent sex discrimination and ensure an employee's and/or student's equal access to their employment, education program, and/or Tufts activity. Faculty and staff are mandatory reporters so if they become aware of a pregnant employee and/or student they should refer their name to OEO, who will then reach out to offer resources and support to that individual. OEO will inform the individual of the university policies as well as rights and protections afforded to them to prevent discrimination or retaliation as a result of their pregnancy, pregnancy-related conditions or lactation status. Each Tufts campus also has OEO 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 or lactating community members. Additional information, including a list of OEO liaisons for each campus, is available on the [OEO website](#).

WORK OR ACADEMIC ADJUSTMENT REQUEST PROCESS

OEO will work with individuals requesting adjustments related to pregnancy, pregnancy-related conditions, and lactation to ensure equal access to their employment, academic and/or professional program. Individuals may qualify for such an adjustment based on their 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 adjustment request, contact Katherine Vosker, Accommodation Manager & 504 Officer, at 617.627.0657 or katherine.vosker@tufts.edu.