



RESOURCES AND POLICIES FOR BREASTFEEDING AT
UCLA - 2018



TABLE OF CONTENTS

Introduction and Benefits of Breastfeeding	3
Navigating Resources at UCLA	4
Navigating Student Resources at UCLA.....	5
Lactation Education and Support	6
UCLA Lactation Rooms	10
UCLA Resources	11
Ashe Pharmacy	11
Center for Accessible Education	11
Community Service Officer Escort Program	11
Counseling and Psychological Services	11
Mothers of Color in Academia de UCLA.....	12
Human Resources	12
Students with Dependents.....	12
Breastfeeding and Lactation Policies.....	13
Your Basic Rights	13
California State Law	13
University of California Policy.....	13
UCLA Human Resources Lactation Accommodation Policy.....	14
UCLA Title IX Office.....	14
Additional Community Resources	15
Breastfeed LA.....	15
The Fed is Best Foundation	15
La Leche League	15
LA County Department of Public Health.....	15
The Pregnant Scholar	15
UCLA Baby App	16
UCLA Health Pregnancy and Newborns Site	16
California Women's Law Center.....	16
Women Infants and Children (WIC)	16
Anthem 24/7 Breastfeeding Support Line	16
References	17
Acknowledgements	18

INTRODUCTION

UCLA supports the health and wellbeing of its community members, and recognizes that a fed baby is a well baby. If you need support during your pregnancy, with breastfeeding, or assistance receiving support and accommodations upon returning to UCLA you are encouraged to connect with available campus resources.

This toolkit is intended to provide guidance in finding appropriate campus resources and understanding what your rights are as a breastfeeding student or staff member.

BENEFITS OF BREASTFEEDING

The American Academy of Pediatrics and the World Health Organization both recommend exclusive breastfeeding up to the first 6 months of a child's life, followed by continued breastfeeding as complementary foods are introduced. The American Academy of Pediatrics recommends that breastfeeding continue for at least 12 months, and thereafter for as long as mother and baby desire. While the World Health Organization recommends continued breastfeeding up to 2 years of age or beyond.¹⁻³

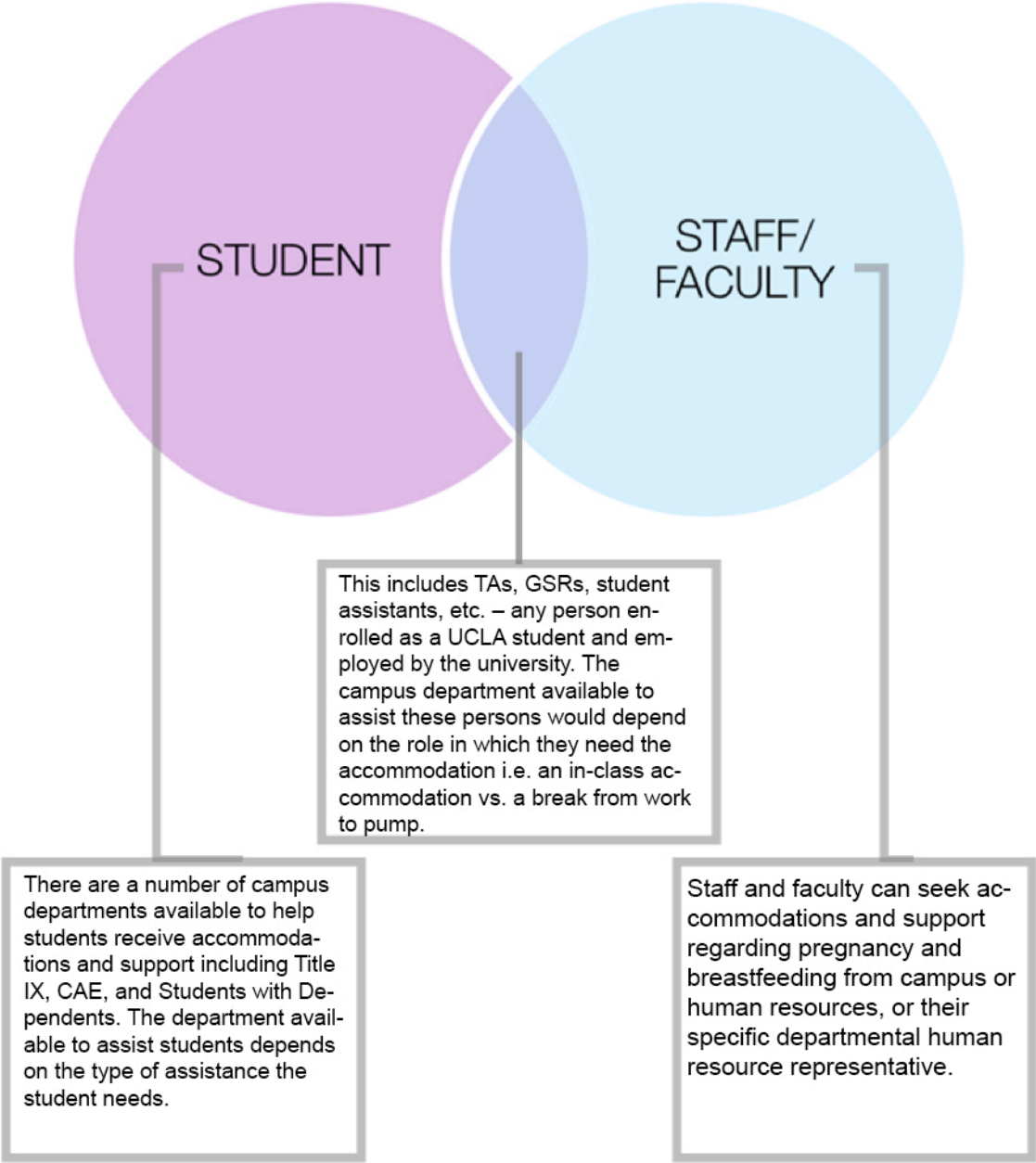
Breast milk is one of the best things that can be given to a child for a multitude of reasons. A breastfed child will likely experience the following:

- Improved immune function and ability to fight off illness/infection
- Improved gastrointestinal function and decreased diarrhea
- Improved acceptability of foods
- Decreased risk of Sudden Infant Death Syndrome
- Decreased risk of asthma, allergies, obesity, type 2 diabetes, respiratory illness, and certain cancers
- Improved emotional well-being
- Improved cognitive development
- Improved bone development

Additionally, breastfeeding can aid in postpartum healing, mother-child bonding, and provides an environmentally friendly and affordable way to feed your baby.

NAVIGATING RESOURCES AT UCLA

Different services are available depending on your role at UCLA, and some people may find they fall into more than one role. Refer to the diagram below to help you decide where you can find services and assistance. Students can reference page 3 for additional assistance with navigating available student resources.



NAVIGATING STUDENT RESOURCES AT UCLA

[Are you seeking an accommodation related to your status as a pregnant or parenting student?](#)

Go to the Center for Accessible Education. While pregnancy itself does not qualify as a disability under the ADA, certain conditions, such as gestational diabetes or preeclampsia, may qualify. However, CAE can still provide academic accommodations for pregnant, parenting, and lactating students. In order to access accommodations through CAE students must first apply for an accommodation. Some common accommodations available to pregnant, parenting, and lactating students include: adjusted attendance requirements, adjusted assignment deadlines, exam accommodations, and access to lactation spaces on campus. Visit the CAE website to access the [student application for an accommodation with CAE](#). (See page 10 for more information on CAE)

[Do you have concerns or questions about your rights as a pregnant/parenting student to be treated the same as other non-pregnant/parenting students on campus?](#)

Go to the Title IX Office. Students, faculty, and staff who have questions about the rights of pregnant and/or parenting students should refer to the Title IX office. Title IX can assist students with filing a report if they believe their rights have been violated or they were refused an appropriate accommodation. (See page 13 for more information on Title IX)

[Are you looking for assistance and guidance to help you meet your roles as a parent and a student?](#)

Go to the Students with Dependents Program. The Students with Dependents program can provide pregnant/parenting students with assistance managing their responsibilities, programming, a connection to the parenting community, and can provide referrals, support services, and assistance navigating the UCLA system. (See page 11 for more information on Students with Dependents)

LACTATION EDUCATION AND SUPPORT

CERTIFIED LACTATION EDUCATOR COUNSELORS

UCLA has three full-time staff members who are trained as Certified Lactation Educator Counselors (CLEC). CLECs provide services that focus on education as a means of preventing serious issues that would require a higher level of clinical care. CLECs are trained to aid breastfeeding as it applies to the average mother experiencing normal challenges.

CLEC SERVICES

The CLECs provide clinical appointments, one-on-one office hours, and host educational workshops. At Ashe, students can set up clinical appointments with a lactation educator without a referral from their Ashe primary care provider. CLECs are available to assist with the following topics:

- Anatomy and physiology of breastfeeding
- Breastfeeding and medication/birth control
- Breastfeeding at school and/or work
- Breastfeeding plan – what to do, starting from delivery room and beyond
- Common concerns
- How to tell if a baby is getting enough milk
- Maternal nutrition
- Miscellaneous e.g. support system, myths, and resources
- Positioning and latch
- Pumps and equipment
- Risks of not breastfeeding

Any care requiring medical intervention such as nipple infection, abscess of breast, mastitis, and any lactation disorders or complicated cases that are outside the scope of “normal” would require higher-level care. Not sure if the lactation educators can help you...ask them! They can point you in the right direction.

UCLA LACTATION EDUCATOR BIOS



Carol Chen, MS, RD, CLEC

Carol is available by appointment to meet with registered students, with or without SHIP insurance. To schedule an appointment with Carol:

- Call 310-825-4073
- Visit the scheduling desk on the Ashe first floor
- Or schedule online using the patient portal, request *office visit*, then select *lactation services*



Jean Libby, M.Ed., CLEC

Jean is the Director of the Students with Dependents Program. She is available for office hours, one-on-one appointments, and leads quarterly lactation education workshops.

- Phone: 310-794-1823
- [Office Hours for CLEC Jean Libby](#)



Kaitlin Reid, MPH, RDN, CHES, CLEC

Kaitlin is a dietitian and health educator in the office of Student Health Education and Promotion. She is available for office hours, one-on-one appointments, and leads quarterly lactation education workshops.

- Phone: 310-206-2273
- Email: healtheducation@saonet.ucla.edu
- [Student Health Education and Promotion Website](#)

INTERNATIONAL BOARD CERTIFIED LACTATION CONSULTANT

What is the difference between a CLEC and IBCLC? An International Board Certified Lactation Consultant (IBCLC) is the gold standard when it comes to lactation service. IBCLCs undergo longer training and education, and require at least 300 lactation specific clinical hours prior to becoming eligible to sit for the board exam. CLECs are trained and educated by IBCLCs. They provide services that focus on education as a means for preventing more complicated issues.

Currently, UCLA insurance does not contract with an IBCLC nor is there an official referral system in place with UCSHIP. Until further work is done to address this issue, women will have to pay out of pocket for these services, and may attempt to get reimbursed by the insurance company. If you find yourself in need of IBCLC services, you may refer to the following low cost options in the Los Angeles area:

San Gabriel Valley Medical Center

Cost: Free

Contact: Tanya Colligan, CLEC, IBCLC

Phone: 626-457-3281

Location: 438 W. Las Tunas Dr,
San Gabriel, CA 91776

Columbia Pediatrics, Long Beach

Cost: \$20

Contact: Susan Orr, PT, CLC, IBCLC

Phone: 562-427-3782

Time: Tue & Thurs at 9am

Note: Call ahead to sign up

MOTHER-INFANT SUPPORT GROUP

Although mothers cannot receive private consultations with a UCLA contracted IBCLC, women can attend a Mother-Infant Support Group for no cost through UCLA Medical Center where an IBCLC is present. UCLA new mothers and their babies are welcome to attend these no-cost meetings. Mothers meet under the guidance of a UCLA lactation specialist or RN to find answers to questions, share concerns, celebrate successes, and offer encouragement for mothers with new babies. Common topics of discussion are normal newborn behavior, developmental stages, dealing with lack of sleep, breastfeeding, and going back to work.

UCLA Medical Center, Westwood

Wednesdays, 1:30 - 2:30 pm

200 Medical Plaza, Suite 206A

For more info call: (310) 267-9517

UCLA Medical Center, Santa Monica

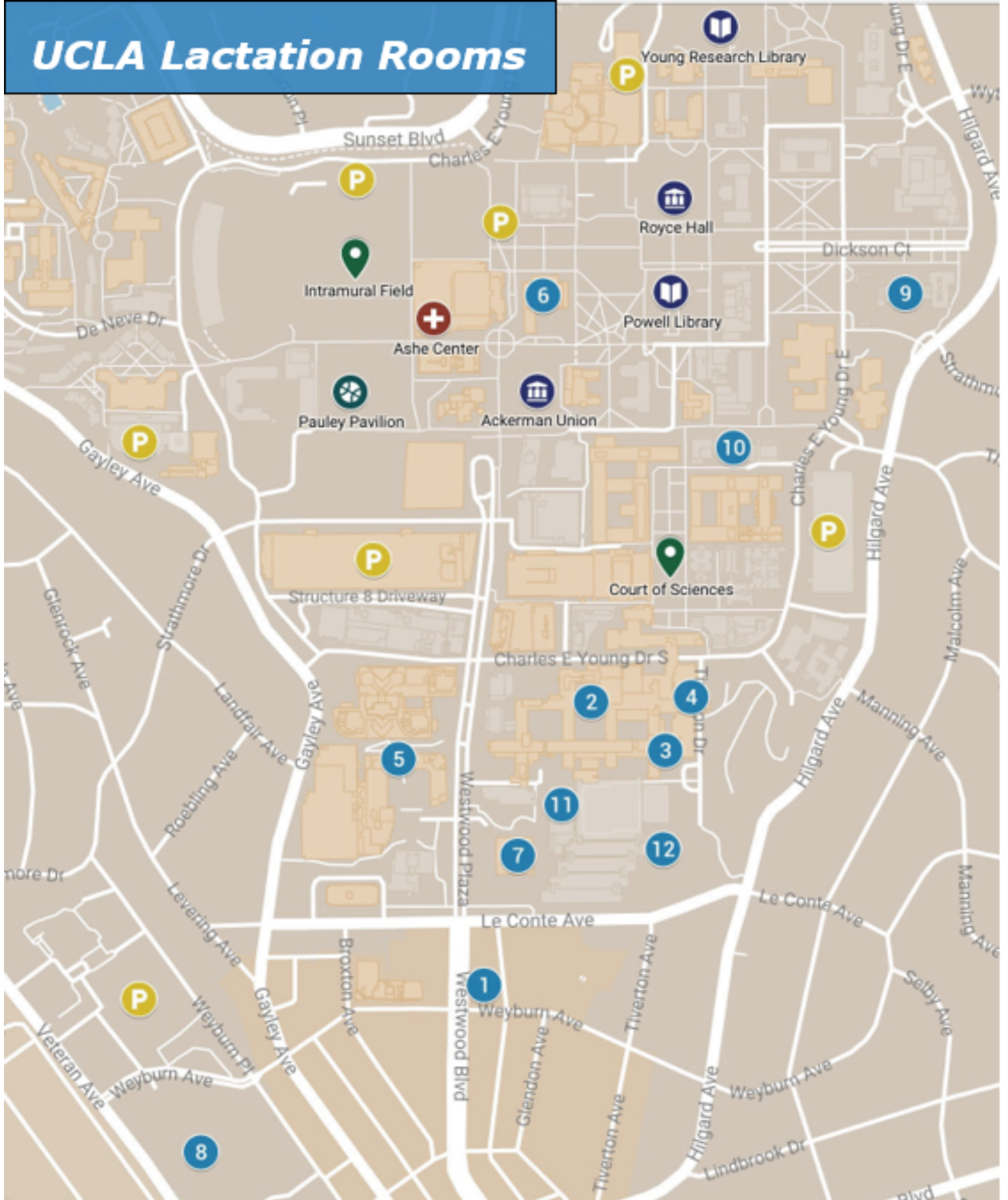
Thursdays, 12 – 1 pm

Merle Norman Pavilion, 2nd floor

Postpartum Family Room

For more info call: (424) 259-8250

UCLA Lactation Rooms



Access the lactation room layer on the interactive [UCLA campus map](#)

UCLA LACTATION ROOM DETAILS

1. Care Connect Center

Lactation Stations: 1
Location: 936 Westwood Blvd, 1st Floor
Access: Open M-F 7:30 am - 3:30 pm; contact not required for access

2. Community Health Sciences, Room 33-337

Lactation Stations: 2
Location: 650 Charles E. Young Dr. South, Center for Health Sciences, 3rd floor
Access: Room is open M-F, 8:30 am – 5 pm
Contact Brenna Tam at (503) 705-7424 or btam@mednet.ucla.edu for key code access

3. Community Health Sciences, Room 17-311

Lactation Stations: 1
Location: 650 Charles E. Young Dr. South, Center for Health Sciences, 1st floor
Access: Room is open M-F 8:30 am – 5 pm
Contact Brenna Tam at (503) 705-7424 or btam@mednet.ucla.edu for key code access

4. School of Dentistry Women's Restroom Room 53-079

Lactation Stations: 1
Location: School of Dentistry
Access: Open M-F 8:30 am – 5 pm; for access see Marcela Hamparsumian in the Dean's suite, room 53-038 **Note: have UCLA ID ready to reserve/use room*

5. Reagan Medical Center, Room B-706

Lactation Stations: 1
Location: 757 Westwood Plaza (basement level, go past the vending machines and make a right)
Access: Building is open 24 hours; contact to receive access code: (310) 267-9571

6. Student Activities Center B06

Lactation Stations: 1
Location: 220 Westwood Plaza, Student Activities Center, B-Level
Access: Open M-F 7 am – 9 pm

7. Doris Stein Pediatrics Department, Mother's Room

Lactation Stations: 1
Location: 200 Stein Plaza Los Angeles, CA 90095, Doris Stein Building, 3rd floor
Access: Open M-F 8 am – 5 pm; Contact Trashon Fearington at tfearington@jsei.ucla.edu

8. Rehabilitation Building, Room A-376

Lactation Stations: 2
Location: Rehabilitation Room, 1000 Veteran, Basement Level
Access: Room is open M-Th 6:30 am – 7pm, F 7 am – 6 pm
Contact Brenna Tam at (503) 705-7424 or btam@mednet.ucla.edu for key code access

9. Murphy Hall, Room A-272

Lactation Stations: 3
Location: 410 Charles E Young Dr. E, 1st floor
Access: Open M-F 8 am – 5 pm; room is attached to the women's restroom

10. Franz Hall 2nd Building, Room 1268

Lactation Stations: 3
Location: 502 Portola Plaza, Franz Hall, 2nd building, Ground Floor
Access: Open 8 am – 5 pm; contact not required for access

11. Jules Stein Eye Institute, Room 3-144

Lactation Stations: 1
Location: 100 Stein Plaza Driveway, 3rd floor
Access: Open M-F 7:30 am – 5:30 pm; room is in the private residents' lounge

12. Geffen Hall, Room 204

Lactation Stations: 1
Location: 885 Tiverton Drive
Access: To access room, pick up a key from the Dean's office, room 400A; if a mother is going to be a long-term user then she can receive the key code for regular access.

Note: UCLA lactation rooms are not centrally managed, and therefore may vary in accessibility and offerings. In addition, temporary lactation spaces exist on campus beyond the following list, however they change according to needs. UCLA staff and faculty are encouraged to contact their HR department to find an appropriate private space.

UCLA RESOURCES

ASHE PHARMACY

The Ashe Pharmacy in Ackerman sells manual breast pumps, milk storage bags, lanolin cream, and breast pads. All items are available over the counter to anyone who needs them.

Location: Ackerman Union, A-Level, A-250

Phone: (310) 825-4073, option 3

CENTER FOR ACCESSIBLE EDUCATION

The Center for Accessible Education (CAE) can assist pregnant students with understanding what accommodations are available to them, and in accessing available accommodations. Details on how CAE can assist pregnant/parenting students can be found on the [CAE website for pregnant and parenting students](#).

CAE Location: A255 Murphy Hall

Hours: Monday - Friday, 8am - 5pm

Phone: (310) 825-1501

[Main CAE Website](#)

COMMUNITY SERVICE OFFICER ESCORT PROGRAM

Community Service Officer (CSO) Escorts are available free of charge to walk with students, faculty, staff, or visitors 365 days a year from dusk until 1 am between campus buildings, local living areas, or Westwood Village within the approximate boundaries of Sunset Boulevard to the north, Hilgard to the east, Wilshire to the South, and Veteran to the west.

Call (310) 794-WALK 15 minutes before you need leave to arrange a CSO Escort. Further details can be found on the [CSO website](#).

COUNSELING AND PSYCHOLOGICAL SERVICES

Counseling and Psychological Services (CAPS) is a multidisciplinary student mental health center for the UCLA campus.

Phone Number for 24/7 Crisis Counseling: (310) 825-0768

[General CAPs Website](#)

MOTHERS OF COLOR IN ACADEMIA DE UCLA (MOCA)

The Mothers of Color in Academia de UCLA (MOCA) is a student-led collective committed to advocating for systemic support and policies that prioritize the needs of all parenting students, faculty, staff, and service workers.

[Email Contact for MOCA](#)

[MOCA Instagram Page](#)

[MOCA Facebook Page](#)

[MOCA General Website](#)

HUMAN RESOURCES

Campus Human Resources (CHR) is available to assist UCLA staff, faculty, and students employed by UCLA with accessing breastfeeding accommodations. Many individual departments also have their own human resources representatives who are available to assist with arranging accommodations.

Phone: (310) 794-0800

[Email for Campus Human Resources](#)

STUDENTS WITH DEPENDENTS

The Students with Dependents (SwD) Program provides caring and personalized support to UCLA students who are parents, guardians, and caregivers at the undergraduate, graduate and professional school level. The program is committed to helping students succeed, both as parents and scholars by offering programs and advocacy that enrich and support parenting student's academic, personal, and professional goals.⁴ As part of their services, the Students with Dependents Program office offers emergency lactation and infant supplies such as microwave sanitation kits, milk storage bags, breast pads, diapers, wipes and other resources to UCLA students during business hours.

Phone: (310) 794-1823

[Students with Dependents Website](#)

BREASTFEEDING AND LACTATION POLICIES

YOUR BASIC RIGHTS

Federal and California state law protect the rights of parenting employees and students to provide breast milk to their children. Title IX prohibits colleges and universities from discriminating against students on the basis of sex, which includes pregnant and parenting students.⁵

Colleges and universities must provide lactation accommodations to employees and students after they have given birth. Legally protected lactation accommodations for employees include a reasonable amount of break time to pump milk, a private space to pump, other than a toilet stall, near where the employee works.^{6,7}

CALIFORNIA STATE LAW

1030. Every employer, including the state and any political subdivision, shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. Break time for an employee that does not run concurrently with the rest time authorized for the employee by the applicable wage order of the Industrial Welfare Commission shall be unpaid.⁶

1031. The employer shall make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area, for the employee to express milk in private. The room or location may include the place where the employee normally works if it otherwise meets the requirements of this section.⁶

1032. An employer is not required to provide break time under this chapter if to do so would seriously disrupt the operations of the employer.⁶

UNIVERSITY OF CALIFORNIA POLICY

Download the full [University of California "Accommodations for Nursing Mothers" policy brief](#).

UCLA HUMAN RESOURCES LACTATION POLICY

There are a number of department specific human resources policies pertaining to lactation. Inquire with your department's human resources department for any specific lactation or parenting policies they may have. Below is the general UCLA human resources lactation accommodation policy. The [full UCLA lactation policy](#), including scope and procedures, is accessible on the human resources website.

The University is committed to promoting a family-friendly work environment by providing programs and services to help employees achieve success at work and in their personal lives. To that effect, employees and management are encouraged to be accepting of nursing mothers, and departments will provide a location and a reasonable amount of time to accommodate their lactation needs pursuant to state laws.

A. Lactation Breaks

1. The time may run concurrently with an employee's paid break time.
2. The University must make separate time available if it is not possible for the lactation time to run concurrently with the employee's existing break time, but it may be unpaid.
3. It is assumed that providing lactation time will not seriously disrupt University operations.

B. Lactation Facilities

1. Appropriate private space shall be provided with reasonable efforts made for the location to be in close proximity to the nursing mother's work area.
2. The location may be the place where the nursing mother normally works if there is adequate privacy (e.g., the employee's private office or a conference room that can be secured).
3. Areas such as restrooms, closets or storage areas are not considered appropriate spaces for lactation purposes.

UCLA TITLE IX OFFICE

Title IX is a federal law that prohibits discrimination on the basis of sex. Title IX protects pregnant and parenting students and postdocs, and Title IX protections apply in and out of the classroom. Under Title IX, a school must provide pregnant students, and students with related conditions, reasonable accommodations when necessary because of the pregnancy or related condition. If you have trouble receiving reasonable lactation accommodations and/or you have experienced harassment or discriminatory conduct based on pregnancy or pregnancy-related conditions, you can report the incident to Title IX.⁵ For more information visit [the Title IX website](#).

ADDITIONAL COMMUNITY RESOURCES

BREASTFEED LA

BreastfeedLA is dedicated to improving the health and wellbeing of infants and families through education, outreach, and advocacy to promote and support breastfeeding. BreastfeedLA provides a number of different policy, services, and advocacy resources on the [Breastfeed LA website](#).

THE FED IS BEST FOUNDATION

The Fed is Best Foundation believes that babies should never go hungry and mothers should be supported in choosing clinically safe feeding options for their babies, whether breast milk, formula, or a combination of both. The Fed is Best Foundation offers resources for parents on safe infant feeding. Find out more information by visiting the [Fed is Best Foundation website](#).

LA LECHE LEAGUE

La Leche League is committed to helping mothers worldwide breastfeed through mother-to-mother support, encouragement, information, and education, and to promote a better understanding of breastfeeding as an important element in the healthy development of the baby and mother. Find out more by visiting the [La Leche League website](#).

LA COUNTY DEPARTMENT OF PUBLIC HEALTH

The LA County Department of Public Health sponsors a Breastfeeding Program to ensure that women and families have access to breastfeeding education, support and resources in the clinics and hospitals, at work or school, and in every community. Visit the [LA County Department of Public Health Website](#).

THE PREGNANT SCHOLAR

The Pregnant Scholar is an online toolkit for University students, faculty, and administrators on pregnancy and parenting published by UC Hastings. Visit the [Pregnant Scholar website](#) for more information.

[UCLA BABY APP](#)

Features: Weekly milestones, tips, and recommended tests, Pregnancy tools: kick counter, contraction timer, weight tracker, Birthplace maps & directions, Online education, Support groups, Breastfeeding information, Pregnancy health library, and other helpful information.

[UCLA Baby App Website](#)

[UCLA HEALTH PREGNANCY AND NEWBORNS SITE](#)

UCLA Health has a Pregnancy and Newborns site with advice and information on healthy pregnancy lifestyles, pregnancy complications, labor, birth and postpartum, information on each trimester, and caring for your newborn baby.

[UCLA Pregnancy and Newborns Website](#)

[CALIFORNIA WOMEN'S LAW CENTER](#)

The California Women's Law Center (CWLC) is an advocate for the rights of women and girls throughout California. CWLC develops guidance documents and tools, and provides technical legal assistance to individuals, legal services offices, community organizations, and pro bono attorneys.

[California Women's Law Center Website](#)

[WOMEN INFANTS AND CHILDREN \(WIC\)](#)

The Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) provides nutritious foods, nutrition education, breastfeeding support, and referrals to health care and other social services. You may qualify for WIC if you receive Medi-Cal, CalWORKs (TANF) or CalFresh (SNAP) benefits.⁸

WIC Helpline Phone Number: 1-888-278-6455

[WIC Website](#)

[ANTHEM 24/7 BREASTFEEDING SUPPORT LINE](#)

Anthem Blue Cross offers a support line where individuals can ask questions about breastfeeding and lactation. This support line connects individuals with a registered nurse and is available 24 hours a day, 7 days a week.

24/7 Support Line: 800-231-2999

[Anthem Blue Cross Website](#)

REFERENCES

1. Centers for Disease Control and Prevention. Breastfeeding Frequently Asked Questions 2018; <https://www.cdc.gov/breastfeeding/faq/>.
2. World Health Organization. Breastfeeding Nutrition http://www.who.int/nutrition/topics/exclusive_breastfeeding/en/, 2018.
3. American Academy of Pediatrics. Breastfeeding and the Use of Human Milk. Policy Statement: American Academy of Pediatrics News and Journals; 2012.
4. Bruin Resource Center. Bruin Resource Center Parent Guide. 2017-2018.
5. The Pregnant Scholar. <http://www.thepregnantscholar.org/>, 2018.
6. California Breastfeeding Coalition. California Breastfeeding Laws and Regulations. 2014.
7. BreastfeedLA, California Women's Law Center, First 5 LA. Lactation 101: Lactation Accommodation in Los Angeles County Higher Education. Los Angeles: BreastfeedLA;2017.
8. California Department of Public Health. Women, Infants & Children (WIC). 2017.

ACKNOWLEDGEMENTS

Resource guide created by:

Cristina Hunter, MPH – Creating Space Co-Project Manager
Kaitlin Reid, MPH, RDN, CHES, CLEC – Health Educator, SHEP
Emily Bell, MPH – Creating Space Co-Project Manager

Thank you to all the partners and collaborators
that assisted in the creation of this guide:

Mothers in Color of Academia de UCLA
Students with Dependents
Center for Accessible Education
Creating Space Community Advisory Board

Special thanks to:



CREATING SPACE

A LACTATION ACCOMMODATION PROJECT AT UCLA

UCLA Title IX



**Student Health
Education & Promotion**