

Infants at UC ANR Events

Infants/Breastfeeding/Lactation

In promoting a family-friendly work environment, the University of California recognizes the importance and benefits of breastfeeding for both employees and their infants. The University will make private space available for lactation purposes and will provide lactation break periods for employees who are breastfeeding (hereinafter referred to as “breastfeeding employees”).

- Breastfeeding employees are encouraged to discuss their needs, in terms of accommodations as well as the frequency and timing of breaks, with their supervisors. These shared discussions will help breastfeeding employees and supervisors arrange for mutually agreeable break times, typically 3-4 times a day.
- Supervisors are encouraged to consider flexible schedules to support the needs of new and/or breastfeeding parents.

Infants at UC ANR Events

In order to accommodate the needs of employees and infants, UC ANR employees may have the need to have an infant with them at a UC ANR event (meeting, training, or seminar).

- A breastfeeding employee is encouraged to discuss their needs, in terms of accommodations as well as the frequency and timing of breaks, with the event lead and/or the logistics team in advance.
- Infants in wearable baby carriers or strollers may be allowed during UC ANR events.
- If a baby creates a disturbance by crying or otherwise interferes with the business atmosphere of event, the employee and baby will leave the session promptly.
- Events where alcohol is served must be reported in advance to the logistics team and/or the Director of Risk and Safety Services to determine if attendance of an infant is possible.
- Infants and children are not allowed to ride in any UC provided transportation, such as pool vehicles, rented vehicles, buses, boats, chartered planes, etc. Discuss with event lead or logistics team regarding the use of private vehicles during UC ANR events.