Policy Title: Lactation Space

APS Number: 3005

APS Functional Area: FACILITIES

Date Submitted: October 14, 2022

Proposed Action: New

Brief Description: This policy directs the development and implementation of campus lactation policies.

Desired Effective Date: March 15, 2022

Responsible University Officer: Vice President and Chief Financial Officer

Responsible Office: Vice President and Chief Financial Officer

Policy Contact: Senior Director of Capital Assets, 303-860-6205

Last Reviewed/Updated: N/A

Applies to: All Campuses and President’s Office

Reason for Policy: The policy demonstrates the university’s support for working parents and requires accessible and equitable spaces for lactating parents.

I. REASON FOR PROPOSED ACTION

The policy demonstrates the university’s support for working parents and requires accessible and equitable spaces for lactating parents.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

- CFOs
- Facilities Directors Group
- DEI and Compliance Officers
- HR Representatives

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? No.

B. Date legal review completed:

C. Person completing legal review:

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? Yes If yes, please explain:

To the extent campuses periodically identify unmet need in the number or distribution of lactation spaces, there will be costs to build new lactation rooms. There may also be associated costs to provide secure access to and maintain these new spaces.