

News to Use

Design Requirements Manual

The formulae $\frac{\partial U_i}{\partial x_i} + \frac{\partial}{\partial x_i}(\rho U_i) = -\frac{\partial \sigma}{\partial x_i} + \frac{\partial}{\partial x_i}(\mu \frac{\partial U_i}{\partial x_i}) + s_i(\rho - \rho_0)$ for building $\frac{\partial}{\partial x_j}(\rho U_j V_j) = -\frac{\partial \sigma}{\partial x_j} + \frac{\partial}{\partial x_j}(\mu \frac{\partial U_j}{\partial x_j} - \rho U_j^2) + s_j(\rho - \rho_0)$ state of the art $\frac{\partial}{\partial x_i}(\rho U_i) = \frac{\partial}{\partial x_i}(\rho \frac{\partial U_i}{\partial x_i})$ biomedical research facilities.

'Design Requirements Manual (DRM) News to Use' is a monthly ORF publication featuring salient technical information that should be applied to the design of NIH biomedical research laboratories and animal facilities. NIH Project Officers, A/E's and other consultants to the NIH, who develop intramural, extramural and American Recovery and Reinvestment Act (ARRA) projects will benefit from 'News to Use'.

Please address questions or comments to: shawm@mail.nih.gov

Lactation Room Requirements

For many years lactation rooms have been recognized as a building amenity with advantages for both employer and employee. Benefits include increased workplace diversity, improved children's health, reduced absenteeism and increased productivity.

Federal Requirements

With the passage of The Patient Protection and Affordable Care Act (Affordable Care Act) in 2010 the provision of lactation rooms in workplaces and reasonable break time for employees to express breast milk has become a federal requirement. Section 4201 of the Affordable Care Act requires provision of 'a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express milk.' These requirements became effective in March 2010, and apply to all employers with more than 50 employees. Smaller employers can apply for an exception if they can prove undue hardship.

Also in 2010 The US Office of Personnel Management issued a memorandum regarding Nursing Mothers in Federal Employment. The memorandum provided guidance regarding reasonable amount of break time used to express milk and advised Federal agencies to take action in providing accommodations in the workplace for working mothers to express milk.

The Office of Research Services, Division of Occupational Health and Safety (DOHS) manages the Nursing Mothers Program¹ (NMP) at NIH. The DOHS continually strives to provide guidance and enhance the present NMP by identifying changes, if any, that should be made in the physical environment to provide clean, private, comfortable spaces for NIH staff and visiting nursing mothers to express milk. Additional guidance is provided by the Office of Personnel Management² (OPM) and the Department of Labor³ (DOL).

Room Requirements

Lactation rooms should not be in or accessed through bathrooms, locker rooms or similar facilities, but should be distinct rooms designed for their intended purpose. Lactation rooms may be located near lobbies or main corridors, in proximity to breakrooms, bathrooms and other core building functions. In larger facilities it may be beneficial to consider distributed rooms for convenience and to reduce travel time. All lactation rooms are required to be private space that is free from intrusion and shielded from view but accessible. Facilities may have large lactation rooms with two or

more stations, but the stations must be separated by a privacy curtain or other screening device. Lactation rooms should be easy to find and identified as part of the facility's signage and wayfinding system.

Each room shall be equipped with a lockable door (accessible by emergency personnel), table(s) or counter, comfortable ergonomic chair(s) with adjustable armrest, trash can, paper towels, cleansers, adequate lighting, two duplex electrical outlets and a medical grade breast pump. A sink with hot and cold water is required near, but is highly preferred to be within the actual lactation room.

Suggested additional features include:

- A wall phone inside the suite, near the door.
- Bulletin board, posted parental and educational information.
- Comfortable, non-glaring light, such as overhead lights, wall sconces or table lamps.
- A palette of soft colors, patterns and textures conducive to relaxation. Wall coverings and fabrics which are stain-resistant but easily cleaned.

Lactation rooms are required to be available for use during working hours. Room sign-up or scheduling can assist with availability.

The DOHS periodically conducts Lactation Room Needs Assessments by reviewing the number of lactation rooms at NIH; determining their adequacy relative to buildings and population centers; and identifying inadequacies which should be addressed in future addition and renovation projects. Questions regarding the most current Lactation Room Needs Assessment for NIH or the NMP in general, should be directed to the DOHS Nursing Mothers Program Manager at 301-496-2960.

References

1. ¹Nursing Mothers Program, NIH
www.ors.od.nih.gov/sr/dohs/Resources/nursing/pages/lactation.aspx
2. ²Guide for Establishing a Federal Nursing Mother's Program, OPM,
www.opm.gov/policy-data-oversight/worklife/reference-materials/nursing-mother-guide.pdf
3. ³Memorandum for Heads of Exertive Departments and Agencies,
www.dol.gov/whd/nursingmothers/NMothersFederalEmplmnt.pdf

Further Reading

1. Business Case for Breastfeeding, Office on Women's Health, HHS,
www.womenshealth.gov/breastfeeding/business-case-for-breastfeeding.html