

Guideline for Accommodating Breastfeeding at NOSM

NOSM stands strong with its foundational values of social accountability, collaboration, inclusiveness and respect. In keeping with our values, NOSM is committed to equity, increasing diversity, and strengthening the culture of inclusion at our School. These guidelines outline the obligation to accommodate individuals in accordance with the School's [Human Rights and Anti-Harassment/Discrimination Policy](#) and Ontario's Human Rights Code (Code) as it relates to accommodations for breastfeeding at NOSM.

The Guideline will provide learners, employees, and NOSM's community members with information about breastfeeding-related supports and resources which creates a supportive physical and social environment around breastfeeding. This document will be accessible for learners, staff, faculty, and community members from the NOSM website.

Guiding Principles

- NOSM recognizes that it is a shared responsibility to collaborate with women, families and the community to protect, promote, and support breastfeeding.
- Breastfeeding includes pumping or expressing milk, as well as breastfeeding directly.
- The School will take reasonable measures to accommodate and support any individual, who chooses to breastfeed or express breastmilk at NOSM.
- Individuals should connect with their immediate supervisor, the clinical learning site Academic Affairs office or primary contact, the Resident Wellness Program or Learner Affairs to determine the best approach to meet the individual's needs

Measures to Accommodate

Individuals should have access to a private and safe space on campus or in the clinical training environment to accommodate breastfeeding or expressing breast milk. The space will include a chair, table or shelf, and electrical outlet and may be a designated room, an empty office, meeting room, or other room types. When using space provided for breastfeeding or expressing breast milk, the individual will post a sign on the door or entry way noting that the space is in use. The space will be left clean and organized. The individual is responsible for providing the equipment and supplies needed to express and store breast milk (i.e bottles).

Employees will be provided with flexibility in their work schedule and learners will be provided flexibility in their timetable of clinical and academic sessions. In order to minimize interruptions to patient care and colleagues, learners should make every effort to express milk before and/or after patient or learning sessions or assessments when possible.

Additional Resources

World Health Organization.

https://www.who.int/maternal_child_adolescent/topics/child/nutrition/breastfeeding/en/