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## U.S. District Court for the Southern District of Ohio

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### Nursing Policy

Effective: July 1, 2022

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### I. Purpose

The purpose of this policy is to:

1. promote awareness and provide information and guidance with respect to nursing individuals who need to express breast milk at the Courthouses;
2. actively support nursing individuals; and
3. ensure the Court is consistent with executive branch agency guidance, specifically the [United States Office of Personnel Management Guide for Establishing a Federal Nursing Mother's Program](#) as promulgated by Section 4207 of the Patient Protection and Affordable Care Act and the Fair Labor Standards Act, to provide nursing individuals with 1) reasonable break time to express breast milk for one year after their child's birth time each time such employee has need to express breast milk; and 2) a private space, other than a bathroom, this is shielded from view and free from intrusion of others, to express break milk.

### II. Scope

This Policy applies to the employees of the U.S. District Court for the Southern District of Ohio (including Judicial Officers, Chambers staff, Clerk's Office staff, Probation staff, and Pretrial Services staff), and attorneys, legal support staff, litigants, jurors, witnesses, law students, and other individuals who have business with the Court.

### III. Policy and Procedures

Judicial Officers, Court Unit Executives, and their staff should provide nursing individuals with reasonable break times in addition to lunch times to express breast milk whenever needed, including during what might be other-than-normal break schedules. The frequency and duration of time necessary to express breast milk is dependent on the needs of the nursing individual.

Nursing individuals who require an accommodation to express breast milk while at the Courthouse should contact the appropriate Judicial Officer, Court Unit Executive (Clerk of Court, Chief U.S. Probation Officer, and/or Chief U.S. Pretrial Services Officer), or

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their designee (e.g., Courtroom Deputy, Jury Clerk, etc.).

#### **IV. Lactation Rooms**

The following private spaces have been designated as lactation rooms with the three seats of Court.

##### **Cincinnati**

Potter Stewart U.S. Courthouse  
9<sup>th</sup> Floor, Room 911

John Weld Peck Federal Building  
1<sup>st</sup> Floor, Suite 1-219

##### **Columbus**

Joseph P. Kinneary U.S. Courthouse  
5<sup>th</sup> Floor, West Side, "Lactation Room"

##### **Dayton**

Walter H. Rice Federal Building and U.S. Courthouse  
2<sup>nd</sup> Floor, Room 211

