



CRITERIA FOR NURSING MOTHERS ROOMS

(A) *General*

Scoping for new construction and major renovations shall include appropriate provisions for nursing mothers' access to a clean and private space, other than a bathroom, to express milk; the space may be a private room or a screened area that is otherwise shielded from view and free from intrusion by co-workers and the public.

(B) *Characteristics*

- (1) The room shall be a minimum of 70 square feet, fitted with soft lighting and calming décor.
 - (a) Natural lighting is encouraged.
 - (b) The room shall qualify as an *occupiable space* per the interior space dimensions identified in IBC Section 1207 Interior Space Dimensions.
 - (c) Partitions shall provide a minimum STC 45.
- (2) The door shall lock from the inside with an ADA-compliant lock set that provides:
 - (a) controlled access to the room by key, access card, or intelligent key as coordinated with FAMA,
 - (b) an "Occupied" indicator,
 - (c) single action egress with lever handle,
 - (d) entry by Emergency Response Personnel,
 - (e) and lockset finishes and styles that match existing hardware.
- (3) Provide adequate HVAC service to keep the room at a comfortable temperature to ensure that nursing mothers can initiate milk flow.
- (4) Plumbing:
 - (a) Provide a sink with hot and cold running water with a high-neck faucet and handle(s) and separate taps to control the temperature of the water.
 - (b) If a sink cannot be provided in the room, it shall be near a source of running water for washing hands, pump, and tubing.
- (5) Electricity:
 - (a) Provide a conveniently located (desk height) GFCI receptacle for the operation of a breast pump
 - (b) Provide an additional receptacle for charging personal devices and/or powered seating.
 - (c) Provide receptacles as needed for scheduled equipment.
 - (d) Provide dimmable ambient lighting and task lighting over the sink and the pump area.
- (6) Equipment:
 - (a) Provide access (ideally within the room) to a refrigerator to store milk, with a freezer section, if possible, to freeze ice packs.



- (b) Provide access to a microwave (ideally within the room) for the sterilization of materials and supplies.
- (7) Furniture and Accessories:
- (a) Provide comfortable seating (e.g., ergonomic chair, recliner) with leather or vinyl surfaces for easy cleaning.
 - (b) Provide a flat surface (counter or table) at desk height for a breast pump to rest on and an area for processing (e.g., place milk in storage bottles, assemble breast pump, etc.).
 - (c) Provide a storage cabinet for cleaning supplies (e.g., paper towels and cleaning wipes).
 - (d) If a sink is provided, provide soap and towel dispensers to meet UA standards.
 - (e) Provide a full-length mirror to allow mothers to check/adjust their clothing before leaving the nursing mother's room.
 - (f) Provide a clock; see UA standards.
 - (g) Provide hooks to hang mothers' bags of attachment kits and additional items needed when using the room.
 - (h) Provide one (1) office trash can, 12 quarts.
 - (i) Provide an ADA-compliant room sign identifying the room for "NURSING MOTHERS".

(C) *References*

- See [Nursing Support for Working Mothers | VCFA | University of Arkansas \(uark.edu\)](https://uark.edu)
- See [A.C.A. § 11-5-116](#)
- See [OPM Guide for Establishing a Nursing Mother Program](#)
- The Patient Protection and Affordable Care Act (P.L. 111-148, known as the "Affordable Care Act") amended section 7 of the Fair Labor Standards Act ("FLSA") Act 621 | AR HB1552 | 2009 | 87th General Assembly Fiscal.
 - The PUMP (Provide Urgent Maternal Protections) Act, which took effect on April 28, 2023, expands the breastfeeding protections provided by the Affordable Care Act of 2010.
 - [Office on Women's Health Supporting Nursing Moms at Work](#) website or
 - [The PUMP Act Explained](#) hosted by the United States Breastfeeding Committee.
 - <https://www.womenshealth.gov/breastfeeding/employer-solutions/common-solutions/single-user.html>
- [Recommendations for designing lactation/wellness rooms \(aia.org\)](#)

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