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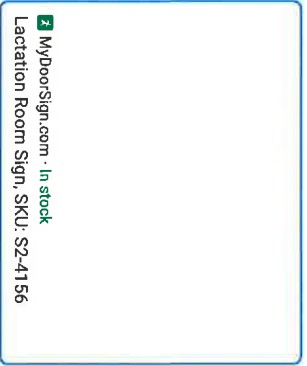


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## DEPARTMENT OF EDUCATION TITLE IX REGULATIONS 2020

about the range of reporting options available at a particular recipient or reporting an employee who discourages their students from reporting to human resources for violating the recipient's code of ethics standards). That said, the Department recognizes that there is a wide range of possible recipient responses to this proposed requirement with potentially varying costs and benefits. Therefore, the Department requests comment on the likely costs associated with monitoring a recipient's environment for barriers to sex discrimination and taking steps reasonably calculated to remove such barriers.

#### **4.D. CHANGES IN THE PROPOSED REGULATIONS NOT ESTIMATED TO HAVE COSTS**

In addition to the changes explained in the discussion of Cost Estimates (Section 4.C) that are estimated to have costs, there are several proposed changes that the Department does not anticipate would generate costs for regulated entities above and beyond general costs described previously. The Department believes it is important to discuss some of these proposed changes to clarify the basis for that assumption and ensure that the public has an adequate opportunity to review and comment on the Department's analysis.

##### Lactation space for students and employees

Although the current regulations specifically prohibit discrimination against students and employees based on pregnancy, childbirth, termination of pregnancy, and recovery, the Department proposes revising the regulations to clarify that a recipient may not discriminate based on pregnancy or related conditions, including lactation. The Department also proposes revisions to the regulations that would require a recipient to provide a lactation space for students and employees and reasonable modifications for students and break time for employees to enable use of the space as needed. Specifically, proposed § 106.40(b)(3)(iv) would require a recipient

to “[e]nsure the availability of a lactation space, which must be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed.” Similarly, proposed § 106.57(e) would require a recipient to provide “reasonable break time for an employee to express breast milk or breastfeed as needed” and to “ensure the availability of a lactation space, which must be a space other than a bathroom that is clean, shielded from view, free from intrusion from others, and may be used by an employee for expressing breast milk or breastfeeding as needed.” Both measures are critical means for preventing discrimination and ensuring that students and employees are able to continue pursuing their education and employment, respectively, while taking brief breaks from their classes or job duties as needed to express breast milk or breastfeed.

The Department does not anticipate significant cost to recipients based on this proposed revision. Although it is possible that the proposed regulations’ clarification that a lactation space must be available for both students and employees may result in an increase in demand for a such a space, it is the Department’s tentative view that any such increase would likely result in a de minimis impact on costs as distributed over all recipients over time. The Department posits this for several reasons.

First, although it is unknown how many recipients presently offer lactation space for students or employees due to a lack of data, all or virtually all recipients are already required to comply with provisions for lactation time and space for employees covered under the Affordable Care Act’s amendments to Section 7 of the Fair Labor Standards Act (FLSA).<sup>33</sup> The FLSA

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<sup>33</sup> Under the FLSA, a covered enterprise is “the related activities performed through unified operation or common control by any person or persons for a common business purpose and... is engaged in the operation of a ...a preschool, an elementary or secondary school, or an institution of higher education (whether operated for profit or not for profit)” or “is an activity of a public

requires employers to provide reasonable break times and a private place, other than a bathroom, to employees covered under Section 7 of the FLSA who are breastfeeding to express milk for one year after their child's birth. 29 U.S.C. 207(r)(1). The space must be "shielded from view and free from intrusion from coworkers and the public." *Id.* The Department of Labor (DOL) has explained that the space must also be "functional" and "available when needed" and that the "frequency of breaks needed to express milk as well as the duration of each break will likely vary." U.S. Dep't of Labor, Fact Sheet #73: Break Time for Nursing Mothers under the FLSA (April 2018), <https://www.dol.gov/agencies/whd/fact-sheets/73-flsa-break-time-nursing-mothers>. DOL has also clarified that a temporary or converted space is sufficient if the space is available when needed, shielded from view, and free from any intrusion from co-workers and the public. *Id.* Employees who would be covered by the lactation time and space requirements of the FLSA include many full-time and part-time workers in public and private education programs or activities. 29 U.S.C. 203(e). Although the FLSA exempts certain employees, such as professors, teachers, and certain academic administrative personnel from coverage, virtually all recipients would nevertheless have to provide lactation space to their non-exempt staff. *See* 29 U.S.C. 213(a)(1) (exempting executive, administrative, and professional employees, including academic administrative personnel and teachers, from the FLSA); 29 U.S.C. 207(r)(1) (FLSA lactation time and space requirement). The Department does not have specific information about existing lactation spaces for employees due to a lack of relevant data. The Department assumes, however, that given the limited requirements for the lactation space itself, that most recipients would be able to locate such a space within their current property or maximize the use of an

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agency." U.S. Dep't of Labor, Handy Reference Guide to the Fair Labor Standards Act (Sept. 2016), <https://www.dol.gov/agencies/whd/compliance-assistance/handy-reference-guide-flsa>.

existing space. The Department's proposed requirements regarding lactation space are similar to those of the FLSA with the additional requirement that the space be clean. The Department assumes that most, if not all, recipients already clean their facilities, including any existing lactation space, and anticipates that the additional cost of cleaning associated with the proposed regulations would be negligible.

Second, some States also require a recipient either to provide lactation space to employees or to make reasonable attempts to do so. *See, e.g.*, Minn. Stat. Ann. § 181.939 (2014) (requiring employers to make a reasonable effort to provide a private location, other than a bathroom or toilet stall, in close proximity to the workplace that is shielded from view, free from intrusion, and has an electrical outlet); N.M. Stat. Ann. § 28-20-2 (2007) (requiring employers to provide a clean, private place, not a bathroom, for employees who are breastfeeding to pump); N.Y. Labor Law § 206-C (2007) (requiring that employers make a reasonable attempt to provide employees a private location for lactation); Okla. Stat. tit. 70, § 5-149.3 (2021) (requiring each school district board of education to make a reasonable effort to provide a private, secure, sanitary room or other location, other than a toilet stall, for an employee to express milk or breastfeed a child); R.I. Gen. Laws § 28-5-7.4 (2015) (prohibiting employers from refusing to reasonably accommodate an employee's or prospective employee's condition related to pregnancy, childbirth, or a related medical condition, including but not limited to the need to express breast milk for a nursing child; "reasonable accommodation" is defined to include a "private non-bathroom space for expressing breast milk"); S.C. Code Ann. § 41-1-130 (2020) (requiring employers to make reasonable efforts to provide certain areas where employees may express breast milk); Tenn. Code Ann. § 50-1-305 (1999) (requiring employers to make a reasonable effort to provide a private location, other than a toilet stall, near the workplace for

employees' lactation); Utah Code Ann. § 34-49-202 (2015) (requiring public employers to provide employees a clean, private room or location that is not a bathroom and that has an electrical outlet for lactation, as well as access to a refrigerator or freezer for the storage of breast milk); Vt. Stat. Ann. Tit. 21, § 305 (2008) (requiring employers to “[m]ake a reasonable accommodation [for lactation] to provide appropriate private space that is not a bathroom stall”); Va. Code § 22.1-79.6 (2014) (requiring local school boards to designate private, non-restroom locations for employees and students to express breast milk); Wash. Rev. Code 43.10.005 (2017) (requiring employers to provide a private location, other than a bathroom, for employee lactation, or if no such space exists, work with the employee to identify a convenient location for lactation). As some States already require recipients to provide lactation spaces or make reasonable attempts to do so, the Department believes that the proposed requirement would be neither burdensome nor costly as many recipients may already be required to comply with similar provisions due to State law.

In addition, for some recipients, lactation space and break times may be the subject of local laws or separate employment agreements, such as collective bargaining agreements. Some recipients may simply provide lactation space and break time voluntarily. In short, the Department anticipates that its proposed regulations would impose de minimis cost on a recipient that is already providing lactation space and breaks to its staff.

The Department acknowledges that in some cases, the proposed regulations may result in increased demand for lactation space or break time. It is difficult to quantify the extent to which demand might increase or how demand might vary over time as the Department is not aware of any available data source that tracks the numbers of students or employees in need of lactation space. The Department anticipates that demand would vary across recipients, based on the

composition of the student and employee population at any time, further reducing the impact to individual recipients.

When a recipient already has a lactation space, the Department anticipates that it is likely that the space would meet the Department's proposed requirements for the reasons already discussed. In addition, because a lactation space is only in use by any given person for a limited period of time, it is possible that many recipients already have sufficient capacity to accommodate additional users; however, the Department anticipates that a recipient that does not currently provide lactation space would be able to comply with the proposed regulations using existing space at minimal cost. For example, the proposed regulations do not require that a lactation space be of a particular size, shape, or include particular features other than being private and clean. Similarly, the Department anticipates that a recipient that currently provides lactation space would already have a system in place to administer use of the space (for example, through a sign-up system) to the extent needed and that this could be adapted to accommodate new demand with minimal cost.

With respect to the Department's proposed requirement that a recipient provide its employees with reasonable break time for lactation, the Department also anticipates that any increased demand could be managed through an existing system for coverage of employees who require brief breaks for other reasons. This is more likely to be necessary for LEA school teachers, whose breaks may require coverage because of the nature of school schedules, rather than employees at IHEs who may not require coverage during breaks needed for lactation because those employees do not typically have supervisory responsibility for children. The Department also recognizes that at some IHEs and other types of recipients, some employees would have access to a private office that is sufficient for lactation needs.

Finally, the Department anticipates that its proposed regulations regarding lactation time and space would also likely improve the recipient's retention of its students and employees. For example, a student parent may be more comfortable remaining in an education program or activity in which the recipient is reducing barriers to remaining in school during the early months and years of a child's life. Likewise, an employee who has access to sufficient lactation time and space may also be more likely to return to the workplace or return earlier from parental leave than one who does not have such access because the employee knows that they can continue to breastfeed after returning to work. For these reasons, the Department submits that this provision, as proposed, would impose de minimis costs and would provide important benefits in terms of eliminating sex-based barriers to education and employment.

Reasonable modifications for students because of pregnancy or related conditions

The Department does not anticipate significant cost to a recipient based on proposed § 106.40(b)(3)(ii) and (4), which would require that a recipient provide a student the option of reasonable modifications because of the student's "pregnancy or related conditions" as defined by proposed § 106.2, because this requirement is similar to OCR's previous discussion of a recipient's obligations in this context. U.S. Dep't of Educ., Office for Civil Rights, Supporting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972 at 9 (June 2013) (2013 Pregnancy Pamphlet), <https://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>. Current § 106.40(b)(1) prohibits a recipient from discriminating against or excluding "any student from its education program or activity, including any class or extracurricular activity, on the basis of the student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity of the



recipient.” Likewise, current § 106.40(b)(4) has long required a recipient to treat pregnancy or related conditions similarly to other temporary disabilities “with respect to any medical or hospital benefit, service, plan, or policy [the] recipient administers, operates, offers, or participates in with respect to students admitted to the recipient’s educational program or activity.”

OCR’s 2013 Pregnancy Pamphlet clarified that to “ensure a pregnant student’s access to its educational program, when necessary, a school must make adjustments to the regular program that are reasonable and responsive to the student’s temporary pregnancy status. For example, a school might be required to provide a larger desk, allow frequent trips to the bathroom, or permit temporary access to elevators.” 2013 Pregnancy Pamphlet at 9. As the requirement for reasonable modifications because of pregnancy or related conditions builds upon the former “reasonable and responsive” standard and sets a clearer framework for how to assess what must be provided, the Department does not anticipate that the required steps for compliance with the proposed “reasonable modifications because of pregnancy or related conditions” standard under proposed § 106.40(b)(4) would be more costly than under the prior OCR interpretation of a recipient’s duties.

#### Participation consistent with gender identity

The Department does not anticipate significant cost to a recipient above and beyond the general costs described in the discussion of Costs of the Proposed Regulations (Section 4), to comply with proposed §§ 106.31(a)(2) and 106.41(b)(2). Proposed § 106.31(a)(2) would clarify that even in the discrete, limited settings in which a recipient may impose different treatment or separate students on the basis of sex, a recipient must not do so in a manner that subjects a person to more than de minimis harm, unless otherwise permitted by Title IX or the Title IX

regulations. Proposed § 106.31(a)(2) also would clarify that adopting a policy or engaging in a practice that prevents a person from participating in an education program or activity consistent with their gender identity causes more than de minimis harm. As described in the discussion of Coverage of All Forms of Sex Discrimination (Section IV), the proposed regulations' prohibition on preventing a person from participating in an education program or activity consistent with their gender identity is consistent with the analysis of Federal courts that have addressed how Title IX protects students from discrimination based on sex stereotypes and gender identity. Some stakeholders have expressed concern about costs associated with permitting students to participate in certain education programs or activities consistent with their gender identity. Compliance with proposed § 106.31(a)(2) may require updating of policies or training materials, but would not require significant expenditures, such as construction of new facilities or creation of new programs. For the many schools that have long maintained policies and practices that generally permit students to participate in school consistent with their gender identity, the proposed regulations may not require any change. *See, e.g.*, Cal. Dep't of Educ., Legal Advisory regarding application of California's antidiscrimination statutes to transgender youth in schools (updated Sept. 16, 2021), <https://www.cde.ca.gov/re/di/eo/legaladvisory.asp> (describing obligation under California and Federal law that schools afford students equal opportunity and access to the school's facilities, activities, and programs, in a manner that is consistent with each student's gender identity); Washoe Cnty. Sch. Dist., Administrative Regulation 5161: Gender Identity and Gender Non-Conformity – Students (2019), [https://www.wesdpolicy.net/pdf\\_files/administrative\\_regulations/5161\\_Reg-Gender\\_Identity-v2.pdf](https://www.wesdpolicy.net/pdf_files/administrative_regulations/5161_Reg-Gender_Identity-v2.pdf) (permitting students to participate in sex-separate activities in accordance with their gender identity). A recipient that maintains policies and practices that prevent students from

participating in school consistent with their gender identity would be required to review and update those policies and practices under the proposed regulations; however, the Department anticipates that the costs of these modifications would be subsumed into the general costs of updating policies and procedures to comply with the proposed regulations.

The Department notes that some costs associated with proposed § 106.31(a)(2) may be addressed elsewhere in the RIA. For instance, to the extent that a recipient's failure to comply with proposed § 106.31(a)(2) would lead to additional investigations of alleged discrimination, those costs are addressed in the discussion of costs associated with the proposal to clarify Title IX's coverage of gender identity discrimination. Similarly, to the extent that a recipient would take steps to train employees or students on gender identity discrimination, those costs are addressed in the discussion of costs associated with training. As this is an evolving area of the law, the Department anticipates there may be some costs associated with potential litigation.

The Department acknowledges that these assumptions are uncertain, and requests comment on anticipated changes associated with compliance with proposed § 106.31(a)(2), along with information on any costs associated with such changes.

## **5. REGULATORY ALTERNATIVES CONSIDERED**

The Department reviewed and assessed various alternatives prior to issuing the proposed regulations, drawing from internal sources, as well as feedback OCR received in connection with the June 2021 Title IX Public Hearing, numerous listening sessions, and the meetings held in 2022 under Executive Order 12866. In particular, the Department considered the following alternative actions: (1) leaving the current regulations without amendment; (2) rescinding the current regulations in their entirety and reissuing past guidance, including U.S. Dep't of Educ., Office for Civil Rights, Revised Sexual Harassment Guidance: Harassment of Students by

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- [Pierce College District \(https://www.pierce.ctc.edu/\)](https://www.pierce.ctc.edu/)
- [Seattle Colleges \(https://www.seattlecolleges.edu/\)](https://www.seattlecolleges.edu/)
- [Community Colleges of Spokane \(https://ccs.spokane.edu/\)](https://ccs.spokane.edu/)

# LACTATION ROOMS

Lactation Rooms



## Options for Lactating Students

Columbia Basin College recognizes the breastfeeding needs of new mothers by providing Lactation Rooms for students and employees. Numerous studies and healthcare recommendations point to breastfeeding for the promotion of optimal infant health. However it can be a very difficult process for the postpartum professional or collegiate mother returning to work or school. The Lactation Rooms include a mini-fridge, comfortable seating and side table, sanitary supplies, and electrical outlets for breast-pumps. These secure locations provide students and employees the ability to ease back into work or school without having to sacrifice the healthy practice of expressing milk.



## Locations of Lactation Rooms

### Pasco Campus

**Hawk Union Building (HUB/H-Building):** the lactation room is located behind the student ID station outside of Student Services.



Coordinator: Amanda Ursino, 509-542-4513 or [aursino@columbiabasin.edu](mailto:aursino@columbiabasin.edu)



**Social Sciences & World Languages Building (SWL Building):** the lactation room is located on the second floor in the East Wing Suite hallway.

Contact: 509-544-4914

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### **Richland Campus**



**Health Science Center:** the lactation room is located on the third floor at the east end of the hallway in room HSC 323.

Coordinator: Kathy Hayes, 509-544-8306 or [khayes@columbiabasin.edu](mailto:khayes@columbiabasin.edu)

**Medical Science Center:** the lactation room is located on the third floor in room MSC 314. This room is available on a first-come, first-served basis only.

Coordinator: Valerie Burnett, 509-542-4571 or [yburnett@columbiabasin.edu](mailto:yburnett@columbiabasin.edu)

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## **Lactation Room Guidelines**

1. The Lactation Rooms are for use by nursing mothers only and may be used by employees and students. Registration with the appropriate coordinator (as stated above) is required for use on an ongoing basis.
2. The Lactation Rooms are available on a first-come, first-served basis, Monday-Friday, during business hours and as scheduled, though drop-ins are allowed if the room is available. The person whose name appears on the schedule at a designated time has priority to use the room at that time.
3. If you need to see when the room is available or you would like to be added to the schedule, please contact the appropriate coordinator listed above. If you use a Lactation Room, it is your responsibility to keep yourself on schedule and notify the coordinator of any changes in your schedule and/or discontinued use of the room.
4. Mothers using the space are responsible for providing personal breast pumps and accessories.
5. Abuse of any Lactation Room will suspend your right to use it and may result in disciplinary action as appropriate.
6. It is the responsibility of everyone using the Lactation Rooms to clean up after themselves. This is not only out of respect for the next user, but to prevent contamination and illness transmission. The custodial staff will clean the rooms nightly as part of the regular cleaning schedule.
7. Milk stored in the Lactation Rooms should be properly labeled with the mother's name and date, so it is not inadvertently confused with another mother's milk. Each person is responsible for proper storage of expressed milk. The College will not be responsible for stored milk and milk left in the refrigerator, but not retrieved within three (3) calendar days will be properly discarded.

## **CONTACT**



**PHONE:**

509-542-4824 or ext. 2224



**ADDRESS:**

2600 N. 20th Ave., Pasco, WA 99301

[Children's Lab School \(/resources/early-learning/childcare.aspx\)](/resources/early-learning/childcare.aspx)

[ECEAP Preschool \(/resources/early-learning/eceap.aspx\)](/resources/early-learning/eceap.aspx)

[Enroll in ECEAP Preschool \(/resources/early-learning/eceap-request.aspx\)](/resources/early-learning/eceap-request.aspx)

[Lactation Room \(/resources/early-learning/lactation-room.aspx\)](/resources/early-learning/lactation-room.aspx)

[Home \(https://www.centralia.edu/\)](https://www.centralia.edu/) / [Resources \(https://www.centralia.edu/resources/\)](https://www.centralia.edu/resources/)  
/ [Early Learning Programs \(https://www.centralia.edu/resources/early-learning/\)](https://www.centralia.edu/resources/early-learning/) / [Lactation Room](#)

## Lactation Room

Centralia College recognizes the breastfeeding needs of new mothers by providing a comfortable, private Lactation Room for students and employees.

The Lactation Room includes a mini-refrigerator, comfortable seating and a side table, and electrical outlets for breast pumps.

### Location

The Lactation Room is located in Washington Hall (WAH) Rm 204. To schedule, call the Facilities, Operations, and Maintenance Office (FOM), 360-623-8947.

### Guidelines for Use

The Lactation Room is for use by nursing mothers only and may be used by employees and students.



- Registration with Facilities, Operations, and Maintenance (360-623-8947) is required for use on an ongoing basis.
- The Lactation Room is available on a first-come, first-served basis Monday-Friday during business hours and as scheduled. The person whose name appears on the schedule at a designated time has priority use of the room at that scheduled time.
- If you need to see when the room is available or you would like to be added to the schedule, please contact FOM. If you use the Lactation Room, it is your responsibility to keep yourself on schedule and notify FOM of any changes in your schedule and/or discontinued use of the room.
- Mothers using the space are responsible for providing personal breast pumps and accessories.
- Abuse of any Lactation Room will suspend your right to use it and may result in disciplinary action as appropriate.
- It is the responsibility of everyone using the Lactation Room to clean up after themselves. This is not only out of respect for the next user, but to prevent contamination and illness transmission. The custodial staff will clean the rooms nightly as part of the regular cleaning schedule.
- Milk stored in the Lactation Room should be properly labeled with the mother's name and date, so it is not inadvertently confused with another mother's milk. Each person is responsible for proper storage of expressed milk. The College will not be responsible for stored milk and milk left in the refrigerator. Any milk not retrieved within three (3) calendar days will be properly discarded.

## OTHER INSTITUTIONAL SUPPORT FOR EMPLOYEES

**Breaks during work hours:** Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal break and meal times. For times that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisor. Breastfeeding support is provided up to one year after the child's birth.

The Lactation Room is available to employees. An employee may also use their assigned office space if preferred.

For questions or comments, please contact: Human Resources 360-623-8943. To schedule use of the room please contact FOM at 360-623-8947.

600 Centralia College Blvd.  
Centralia, WA 98531  
360-736-9391

ctcLink Login (<https://ptprd.ctclink.us/psp/ptprd/?cmd=login&languageCd=ENG&>)

Current Students / Logins (</resources/current.aspx>)

Canvas Login (<https://centralia.instructure.com>)

Faculty / Staff Login (<https://centralia.sharepoint.com/>)

CSA Reports (</resources/safety/csa-report.aspx>)

Phone Directory (</about/locations/directory.aspx>)

CC Foundation (</foundation/default.aspx>)

Bookstore (<https://www.centraliabookstore.com>)

Maps & Parking (</about/locations/maps.aspx>)

Jobs @ CC ([https://hcprd.ctclink.us/psc/tam/EMPLOYEE/HRMS/c/HRS\\_HRAM\\_FL.HRS.CG\\_SEARCH\\_FL.GBL?FOCUS=Applicant&SiteId=120](https://hcprd.ctclink.us/psc/tam/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS.CG_SEARCH_FL.GBL?FOCUS=Applicant&SiteId=120))







Consumer Disclosures (</about/disclosures.aspx>)

Request a Transcript (</resources/transcripts.aspx>)

Contact Us (</admissions/community.aspx>)

Contáctenos (</admissions/espanol.aspx>)

STP Bicycle Classic (<https://centraliacollegestp.square.site>)

 (<https://www.facebook.com/CentraliaCollege>)
  ([https://www.instagram.com/centralia\\_college/](https://www.instagram.com/centralia_college/))
  (<https://twitter.com/@CCBlazers>)
  (<https://www.youtube.com/user/TheCentraliaCollege/>)
  (<https://www.pinterest.com/centraliacoll/>)
  (</foundation/default.aspx>)

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# Healthcare and Insurance

[日本語](#)

[Español](#)

[한국어](#)

[Tiếng Việt](#)

[العربية](#)

[简体中文](#)

[繁體中文](#)

[Português](#)

## Health Care and Insurance

Clark College cares about your health and safety. You are required to purchase health insurance while an F-1 student at Clark College.

- Health insurance coverage through Clark College is managed by the [Firebird International Insurance Group](#).
- You must purchase health insurance through Clark College unless you have a **pre-approved government sponsored** health insurance plan (e.g.: SACM).
- Each quarter, a health insurance fee is automatically added to your [MyClark account](#).
- When you register unless you show proof of health insurance from your approved sponsor.
- If you have dependents, you should purchase health insurance for your spouse and children.
- You must continue the insurance coverage during a vacation term if you are inside the U.S.
- You are advised to continue your insurance coverage during a vacation term if you are outside the U.S. to avoid a 3 month waiting period for [pre-existing conditions](#).
- Always carry your health insurance card with you.
- You should check the lists below for Preferred Provider Organizations (PPOs). PPOs have an agreement with Firebird International Insurance. These PPOs should accept your insurance card, bill Firebird directly and allow for low costs of services covered by your insurance plan.

[Learn about Insurance from Firebird International Insurance](#)

### Preferred Provider Organizations:

- [Primary Care Providers](#)
- [Urgent Care Clinics](#)
- [Hospitals](#)
- [Independent Labs](#)
- [Mental Health Providers](#)

**\*\*IN AN EXTREME, LIFE-THREATENING EMERGENCY, CALL 911.**

## Counseling and Health Center

The [Counseling and Health Center](#) is located in the Health Sciences Building, HSC, Room 124, on campus. A licensed nurse is available to see you by appointment.

- The Health Center provides references to medical care in the Vancouver, WA community.
- The center has a lactation (for nursing babies) room.
- The center also has skilled and caring counselors, who are trained to discuss problems and concerns with students. Meeting with a Clark College counselor is free.

## Dental Hygiene Clinic

The [Dental Hygiene Clinic](#) offers low cost care to students enrolled at Clark College.



Center for Student Cultural Diversity & Inclusion

MENU 

## STUDENT SERVICES WE OFFER

The Center for Student Cultural Diversity & Inclusion is designed by students, for students, and with students' interests. The Center is a safe and welcoming space that embraces and lives for diversity, upkept with friendly staff, and holds multiple resources for students. We are conveniently located on the first floor of Brier Hall, next to the bookstore.

### Club Support

- We provide information on how to start a club, how to prepare for an event, and allow marketing to be posted for folks to see. Let us know if you want to collaborate on an event to help promote diversity and awareness.

### Computer Lab

- Stationed computers that is set up for students to do homework, Internet research, job searches, and more with updated and new software.
- Laptop and Chrome Book rentals that are available for free 3-hour check out times to current Edmonds College students
- Free printing program where students have a limit of 10 pages a week

### Diversity + Promoting Cultural Awareness and Advocacy

- Monthly Diversity Programming
  - Quarterly diverse events with exciting diverse speakers and/or knowledgeable panelists
  - Quarterly Cultural Film Series - highlighting cultural films
  - Celebrations around diversity throughout the year
- Check-out our multicultural displays each month in The Center
- Information available on current diverse events in the community
- Conversation area and Safe Zone for students to discuss and explore diversity

### Lactation Room

Private room on second floor of Brier Hall for lactating mothers. Please see the [Center for Student Engagement and Leadership \(CSEL\)](#) in Brier 252 to receive the key from the CSEL Welcome Desk. The Lactation Room is available during posted operating hours for CSEL.

### Advising and Coaching

The new manager, Eduardo M Torres, is in a new role called Student Success Coach where we has one-on-one check-ins with students to provide support, advising sessions to plan your next quarter/academic year, and aids with any writing essays for scholarships or college applications.

### Quiet Reflection Room

# EvCC Lactation Rooms



Need a place to nurse your baby or pump breast milk? EvCC has several lactation spaces available at its north Everett campus.

Students and staff members who plan to regularly use a lactation room can request a key from EvCC's Security office. Visitors to campus can call Security at 425-388-9990 or go to the Security office in EvCC's Parks Student Union Room 224 for access.

## Locations

### **Cascade Learning Resource Center, Third Floor, Room 317**

Key card access required. Ask at the second floor Tech Hub or third floor circulation desk for access.

### **Whitehorse Hall, First Floor**

The Mamava Pod is located on the first floor near the east entrance on Trojan Way. There is a sign on the pod for downloading the Mamava app to unlock the suite for use. Individuals can also call Security at 425-388-9990 to gain access.



## **Everett Community College Lactation Room**

For access, contact EvCC Security at 425-388-9990 or visit Parks 224



## Rainier Hall, Second Floor

Key access required. Enter through the all gender restroom on the left and then look for the lactation room sign. The room is in a lounge separate from the restroom area with a couch and rocking chair. Individuals using the lactation room can also lock the door.



## Liberty Hall, Second Floor, Room 267

Key access required. The room is an office space with a chair and desk. Individuals using the lactation room can put the sign on the door that the space is in use and lock the room.



**Everett Community College**

2000 Tower Street  
Everett, WA 98201-1390  
425-388-9100

**Main Campus Map & Building Abbreviations**

**Additional Buildings**

**Advanced Manufacturing Training & Education Center (AMT)**

909 North Broadway  
Everett, WA 98201  
425-388-9570

**Cascade Learning Resource Center (CAS)**

1001 North Broadway  
Everett, WA 98201

**Cedar Hall (CDR) - Student Housing**

931 Trojan Way  
Everett, WA 98201  
425-388-9103

**Corporate & Continuing Education Center**

909 North Broadway  
Everett, WA 98201  
425-267-0150

**Early Learning Center (ELC)**

820 Waverly Avenue  
Everett, WA 98201-1390  
425-388-9121

**Japanese Cultural Resource Center (JCC)**

905 Wetmore Avenue  
Everett, WA 98201  
425-388-9195



**Liberty Hall (LBH)**

930 North Broadway  
Everett, WA 98201

**Mountain View Hall (MVH) - Student Housing**

2014 10th St.  
Everett, WA 98201  
425-388-9401

**Walt Price Student Fitness Center (FIT)**

2206 Tower Street  
Everett, WA 98201  
425-388-9181

**Off-Campus Locations****Aviation Maintenance Technology (PFC)**

9711 32nd Place  
Bldg C-80, Paine Field  
Everett, WA 98204  
425-388-9533

**Cosmetology (COS)**

9315 G State Avenue  
Marysville, WA 98270  
425-259-8283

**EvCC North County at Weston High School (WTH)**

4407 172nd St. NE  
Arlington, WA 98223  
425-267-0150

**Everett University Center**

915 North Broadway  
Everett, WA 98201  
425-405-1600

**Marysville Arts & Technology High School (MAT)**

7204 27th Ave NE  
Tulalip, WA 98271

**Ocean Research College Academy - ORCA**

1205 Craftsman Way  
Suite 203  
Everett, WA 98201  
425-267-0156

**Sno-Isle Technical Skills Center (SNO)**

9001 Airport Road  
Everett, WA 98204  
425-348-2220

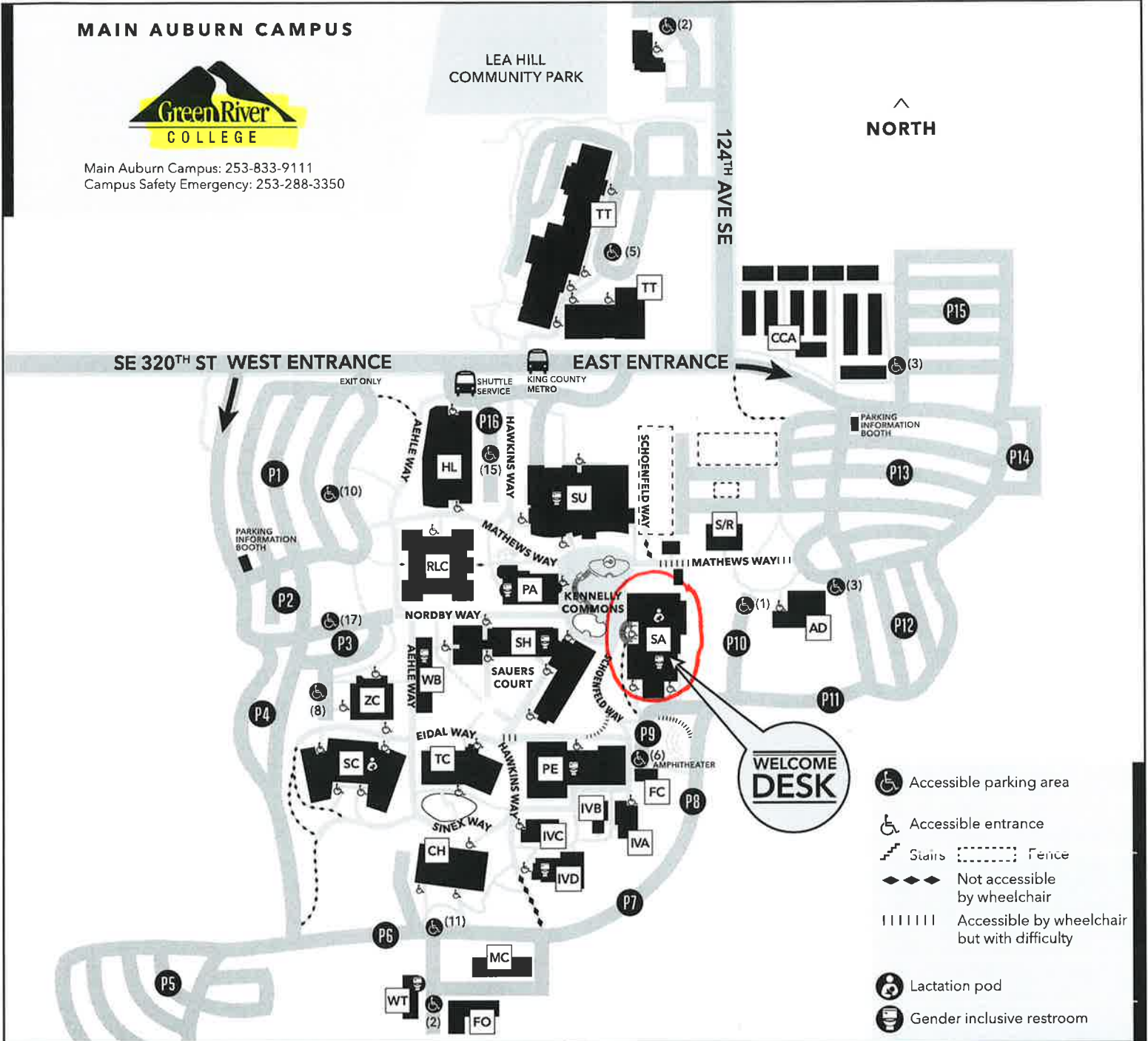
**Tulalip College Center**

Building C  
7707 36th Ave NW  
Tulalip, WA 98271  
360-716-4892

**MAIN AUBURN CAMPUS**



Main Auburn Campus: 253-833-9111  
Campus Safety Emergency: 253-288-3350



**CAMPUS BUILDINGS**

**POPULAR DESTINATIONS**

Administration Building	AD	Mel Lindbloom Student Union	SU	Campus Information & Tours	SA	Math Learning Center	CH
Bleha Center for Performing Arts	PA	Physical Education Building	PE	Placement & Testing Center	SA	Office of the Registrar	SA
Campus Corner Apartments Student Housing	CCA	Rutkowski Learning Center	RLC	The Paper Tree Bookstore	SU	Payroll	AD
Cedar Hall	CH	Salish Hall	SH	Campus Safety	SA	Recreation & Athletics Center	SU
Facilities Operations	FO	Shipping & Receiving	S/R	Career & Advising Center	SA	Speaking Center	HL
Fitness Center	FC	Student Affairs & Success Center	SA	Conference Services	SU	Student Financials	SA
Holman Library	HL	Technology Center	TC	Continuing Education	WT	Student Life	SU
Maintenance Center	MC	Trades Technologies	TT	Disability Support Services	SA	TRiO Student Support Services	SA
Marv Nelson Science Learning Center	SC	Washington Environmental Training Resource Ctr. (WETRC)	WT	Equity & Diversity Services	SU	Tutoring & Resource Center	HL
McIntyre Int'l Village A-D	IV A-D	West Building	WB	Financial Aid Office	SA	Veteran Services	SA
		Zgolinski Center	ZC	Gator Grille/Gator Grind	SU	Workforce Education	SA
				Helen S. Smith Gallery	HL	Writing & Reading Center	RLC

# Lactation Room



## Lactation Room

Lake Washington Institute of Technology (LWTech) recognizes the importance and benefits of breastfeeding/chestfeeding and human milk for both the individual breastfeeding/chestfeeding/lactating and children, and in promoting a family-friendly work and study environment.

LWTech strives to create an exceptional environment conducive to working and learning and be attuned to both professional and personal needs, such as the needs of an individual who is lactating to feed and/or express milk for a child while they are at work or school.

## Lactation Room Location and Access

The lactation room is kept locked. Students and staff/faculty members who plan to use the room can request an access code using our [Lactation Room Access Request form](#)



([https://lwtech.formstack.com/forms/lactation\\_room\\_agreement](https://lwtech.formstack.com/forms/lactation_room_agreement)). Our [Campus Public Safety office](#) (/about/campus-safety/) will receive the request and provide you with an access code to the room.

LWTech's lactation room is located in the [West Building, W404E](#) (/about/directions/#maps). Inside you will find comfortable chairs, tables, and a computer station. There is no refrigerator, nor a sink available.

[Lactation Room Access Request Form \(https://lwtech.formstack.com/forms/lactation\\_room\\_agreement\)](https://lwtech.formstack.com/forms/lactation_room_agreement)

### QUICK LINKS

[Lactation Room Access Request](#) >

[Childcare \(Early Learning Center\)](#) >

[Meditation Room](#) >

[Study Spaces and Copy Machines](#) >

## Is there a space for employees to breastfeed and/or pump breastmilk?

Lower Columbia College has a dedicated space for students to breastfeed and/or pump breastmilk. Please contact Disability and Access Services at (360) 442-2340 (tel:+13604422340) for location and entry code.

---

## Contact Title IX Coordinator


The Title IX /EEO Coordinator or Deputy Coordinator can address faculty, staff and student concerns related to sexual harassment, sexual assault and other actions that fall within the college' obligations under Title IX. In addition, contact any [Taskforce Member](/titleix-sexual-misconduct/taskforce.php) (</titleix-sexual-misconduct/taskforce.php>).

### Title IX / EEO Coordinator, Vice President of Foundation, HR & Legal Affairs



-  Kendra Sprague
-  Administration Building Room 115
-  (360) 442-2121 (tel:+13604422121)
-  [title9@lowercolumbia.edu](mailto:title9@lowercolumbia.edu) (<mailto:title9@lowercolumbia.edu?subject=Title%20IX%20Inquiry>).

### Title IX / EEO Deputy Coordinator, Vice President of Student Services

-  Sue Orchard
- Admissions Center Room 159
- (360) 442-2301 (tel:+13604422301)
- [title9@lowercolumbia.edu](mailto:title9@lowercolumbia.edu) (<mailto:title9@lowercolumbia.edu?subject=Title%20IX%20Inquiry>)

 Lower Columbia College Footer Logo

Lower Columbia College  
1600 Maple St.  
Longview, WA, 98632

-  (360) 442-2311 (tel:+13604422311), Toll-Free: (866) 900-2311 (tel:+18669002311)
- TTY/Video Relay Service: 7-1-1 or (800) 833-6388 (tel:+18008336388)
-  [info@lowercolumbia.edu](mailto:info@lowercolumbia.edu) (<mailto:info@lowercolumbia.edu>)





NORTH SEATTLE  
COLLEGE

# **Student Handbook**

## CAMPUS RESOURCES

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- **No copyrighted or otherwise illegal materials:** You are responsible for the content of the files in your campus provided storage. (Be aware that downloading music, videos, or other copyrighted materials is illegal.)
- **Understand the Electronic Information Resource (EIR) Policy:** Read and adhere to the Seattle Colleges EIR Policy.

### Applicable WA State Laws

You should also be familiar with these State of Washington laws which would apply to your college-supported computer use when:

Revised Code of Washington (RCW)—Laws enacted by the Washington State Legislature

- RCW 9a.52.110: Computer trespass in the first degree.
- RCW 42.52.180: Use of public resources for political campaigns.
- RCW 42.56.070: Documents and indexes to be made public.
- RCW 42.52.160: Use of persons, money or property for private gain.

### Campus Network Accounts

#### (computer login & email accounts)

Seattle Colleges Network Accounts provide login credentials for lab and classroom computers, network storage space and web space. Seattle Colleges Network Accounts are required to use campus computers.

### Internet & WiFi Access

All campus computers have internet access. Full Wi-Fi access is available to all Seattle Colleges Network Account holders. Those without Seattle Colleges Network Accounts may access very limited Wi-Fi which connects only to college and district resources but not the outside internet. Printing via the Wi-Fi network is not available.

### Food and Beverage: The Grove

206-934-3728

[northseattle.edu/campus-life/dining](http://northseattle.edu/campus-life/dining)

North's food venue offers Grab-and-Go convenience along with hot, fresh, made-to-order fare. Our new "Super-Espresso" features gourmet coffee drinks, teas, juices and smoothies. Grab a fresh, nutritious salad, delicious deli-style sandwich, fruit parfait or pastry if you are on the go. For more substantial options try a hot-off-the-grill Panini sandwich, gourmet pizza and hearty homemade soups. Come by often to catch specials and see what's new on the menu. Hours change during the year; check our website for current hours of operation.

### Lactation Space

NSC provides private, secure and clean lactation space for new moms to pump breastmilk. This is the first step toward an "infant-friendly" designation provided by RCW 43.70.640. The station is located on the second floor of the Health and Human Resources building. The pod is in the open area. To learn more about this initiative, contact The Gender Equity Center: 206-934-3696.

### Library and Student Media Center

206-934-3607

[library.northseattle.edu/](http://library.northseattle.edu/)

*Instagram:* @TheNSCLibrary

North's library offers a wide range of resource materials and services to students. Librarians help students take full advantage of the library's research databases, our print, audio-visual, and digital materials, and online sources. They also provide workshops and individual research consultations, and teach credit-bearing courses about information evaluation, research skills, and other essentials of academic success.





## GENDER INCLUSIVE FACILITIES

Olympic College is in the process of accessing and improving the availability of gender-inclusive facilities at our campuses. For the moment, below is a list of single-occupancy, lockable restrooms and the lactation room at the Bremerton Campus.

### SINGLE STALL LOCKABLE RESTROOMS

Building	Room Number	Note
<b>OC Bremerton</b>		
Bldg. 12	214	Faculty Only
Bldg. 5	108, 109, 235, 330, 428, 429, 517, 543	
Bldg. 6 (Haselwood Library)	19B, 19C	
Bldg. 2	102, 104, 113C, 113D, 120	
Bldg. 8	129, 224	
Bldg. 12	108, 207	Faculty Only
<b>OC Poulsbo</b>		
P1	12	Ground Floor
P1	215	Second Floor
P1	216	Second Floor
<b>OC Shelton</b>		
S1	105	In Palmer Student Center

### LACTATION ROOM

The college provides a secure, single-occupancy lactation room with a chair, lock inside the door, electrical outlet, sink and restroom nearby. The lactation room is available on a first-come, first-served basis in the following location:

- **Bldg. 3, Rm. 131, 8 am - 4:30 pm**

# OC REPORT IT - REPORT SEXUAL MISCONDUCT

Expand All | Collapse All

## LEARN MORE ABOUT TITLE IX +

## POSTING OF TITLE IX TRAINING MATERIALS +

## RESOURCES AND OTHER REPORTING OPTIONS +

## PREGNANT AND PARENTING RESOURCES FOR STUDENTS -

Pregnant or lactating students or employees may be entitled to support, protections, and/or accommodations under Title IX and other federal and state laws.

There are supports in place to help ensure that students who are pregnant and parenting can continue to access their education. Specifically, students are entitled to a medically-necessary absence due to temporary complications of and all other medical conditions related to pregnancy, including doctor's appointments, childbirth, and/or recovery. In addition, they are entitled to reasonable adjustments, such as permission to make frequent trips to the restroom because of pregnancy or time to breastfeed or pump after childbirth.

Students requesting an adjustment due to pregnancy or lactation should contact the Title IX Coordinator. Bremerton campus has a designated lactation room located in Bldg. 3, Rm. 131. If needed, other lactation room arrangements may be made upon request from the student or employee..

Students requesting an absence or other accommodation or adjustment due to a pregnancy-related condition should contact **Student Disability Services**. The director will work with the student to obtain the necessary medical documentation and identify an appropriate accommodation or adjustment.

The student receiving such an absence or adjustment should not be penalized as they would for an unexcused absence. If grading is partially based on class attendance or participation, the student should be allowed to earn the credit they missed so that they can be reinstated to the status they had before the leave. This should include giving them a reasonable amount of time to make up any missed work and allowing them to choose how to make up the work. Lactation is a childbirth-related condition, for which a student may request leave from class. While pregnancy-related conditions may sometimes necessitate medically necessary adjustments, it is important never to assume that a pregnant student is unable to participate in a class or class assignment merely because of pregnancy. A pregnant student should not be required to produce a doctor's note in order to participate in a class or related activities, unless the same requirement applies to all students under a doctor's care.

## POLICIES AND PROCEDURES +

Expand All | Collapse All



[Become a Student](#)[Current Students](#)[Campus Life](#)[Community Resources](#)[About RTC](#)[Search \(/search\)](#)[Canvas \(/canvaslogin\)](#)[\(/\)](#)[Home \(/\)](#) / [News & Stories \(/news\)](#) / [Lactation Room opens to serve students and employees](#)

## Lactation Room opens for students and employees



(<https://www.facebook.com/sharer/sharer.php?u=http://rtc.edu/lactation-room-news>)



(<https://twitter.com/intent/tweet?text=%20http://rtc.edu/lactation-room-news>)



(<https://www.linkedin.com/shareArticle?url=http://rtc.edu/lactation-room-news>)

Recognizing the needs of nursing mothers, Renton Technical College has opened a comfortable, private Lactation Room for use by students and employees. The Lactation Room includes a mini-refrigerator, comfortable seating and a side table, and electrical outlets for breast pumps. The secure room is located in the Allied Health Building, and access is available through Elaine Patrick (<mailto:epatrick@rtc.edu>).

### Guidelines for Use

The Lactation Room is for use by nursing mothers only and may be used by employees and students.

- Registration is required for use on an ongoing basis. Access codes will be issued for room entry.
- The Lactation Room is available on a first-come, first-served basis Monday-Friday during business hours and as scheduled. The person whose name appears on the schedule at a designated time has priority use of the room at that scheduled time.
- If you need to see when the room is available or you would like to be added to the schedule, please contact Elaine Patrick. If you use the Lactation Room, it is your responsibility to keep yourself on schedule and notify Elaine of any changes in your schedule and/or discontinued use of the room.
- Mothers using the space are responsible for providing personal breast pumps and accessories.
- Abuse of any Lactation Room will suspend your right to use it and may result in disciplinary action as appropriate.
- It is the responsibility of everyone using the Lactation Room to clean up after themselves. This is not only out of respect for the next user, but to prevent contamination and illness transmission. The custodial staff will clean the rooms nightly as part of the regular cleaning schedule.
- Milk stored in the Lactation Room should be properly labeled with the mother's name and date, so it is not inadvertently confused with another mother's milk. Each person is responsible for proper labeling and storage of expressed milk. The College will not be responsible for stored milk and milk left in the refrigerator. Any milk not retrieved within three (3) calendar days will be properly discarded.

Additionally, there is a Lactation Room in Building M (Public Health) on the North end of campus. It is accessible off their lobby and users are requested to check in with the receptionist if they intend to use it. Please contact Julie Stachowiak, 206-477-6905 or [julie.stachowiak@kingcounty.gov](mailto:julie.stachowiak@kingcounty.gov).

For questions or comments about Lactation Room or its usage, contact: Human Resources at 425-235-7874. To schedule use of the room please contact Elaine Patrick (<mailto:epatrick@rtc.edu>) at 425-235-2470 or in the Dean's office, room B-127.

# Gym & Fitness

SPSCC's Health & Wellness Center is a student-funded space that takes athletics and physical health to the next level.



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Health & Wellness Center

## Hours

Monday - Thursday, 10 a.m. - 6 p.m.

Friday, 10 a.m. - 4 p.m.

Weight Room & Auxiliary Gym hours below

# Health & Wellness Center

With your SPSCC ID Card, you get free access to gyms, weight and cardio rooms, study spaces, and more.

## Hours

**Weight Room:** Monday - Thursday, 10 a.m. - 6 p.m. | Friday, 10 a.m. - 4:00 p.m.

**Auxiliary Gym:** Monday & Wednesday, 10 a.m. - 12:30 p.m., 2:45 - 4 p.m. | Tuesday, Thursday & Friday, 10 - 4 p.m.

## What You'll Find

- Free weights
- Cardio machines
- Two gymnasiums
- Showers
- Lactation room
- All gender restrooms
- Seating for studies or hangouts
- Rolling garage doors for summer months
- Recovery room for Student-Athletes

Additionally, [ChildCare.gov](https://www.childcare.gov) provides a list of assistance programs for each branch of the armed services.

## Additional Resources

[The Women, Infants, and Children Nutrition Program](#) (WIC) provides nutrition education, breastfeeding support, monthly checks for healthy food, and health screening referrals.

Nursing mothers can find a private **Lactation Room** at the Olympia Campus in Bldg. 22, 2nd Floor, just to the right of the One Stop.

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**Accessibility**

**Accreditation**

**Campus Map**

**Careers**

**Catalog**

**Emergency Information**

**Hours & Contact**

**News**

**Nondiscrimination Statement**

**Policies**

**Olympia Campus**

2011 Mottman Road SW

Olympia, WA 98512

360-596-5200

**Lacey Campus**

4220 6th Ave SE

Lacey, WA 98503

360-709-2000

[Instagram](#)

[Facebook](#)

[LinkedIn](#)

[Twitter](#)

[YouTube](#)

# Food Pantry

## Food Resources



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### Food Pantry

Bldg. 27, 1st Floor

[studentlife@spscc.edu](mailto:studentlife@spscc.edu)

360-596-5212

[Hours & Contact](#)

### Hours

Tuesday 11:30 a.m. to 5:30 p.m.

Wednesday & Thursday 11:30 a.m. to 2:30 p.m.

The SPSCC Food Pantry offers free, fresh, and non-perishable food items, hygiene kits, and children's books to SPSCC students. Other [Thurston County Food Bank locations](#) are also available on other days and times.

# FAQ

**Who can use the food pantry?**

**How many times can someone visit the food pantry per week?**

**Does the food pantry offer anything besides food?**

**Do I need to provide my name?**

**How does the food pantry get its items?**

**How and where can I donate to the food pantry?**

## Additional Food Resources

**Do you need food immediately?**

- There are a variety of [Emergency Grants](#), including grocery cards, available year-round to help meet SPSCC students' immediate needs.

**Are you pregnant, breastfeeding, or have children under the age of 5?**

- [The Women, Infants, and Children Nutrition Program](#) (WIC) provides nutrition education, breastfeeding support, monthly checks for healthy food, and health screening referrals.
- Nursing mothers can find private [Lactation Rooms](#) at the Olympia Campus in Bldg. 22, 2nd Floor, just to the right of the One Stop and in Bldg. 31.

**Do you need help getting food stamps?**

- The [Department of Social and Health Services \(DSHS\) Basic Food / Supplemental Nutrition Assistance Program \(SNAP\)](#) helps low-income people make ends meet by providing monthly benefits to buy food.

[About](#) ▾ (#) [Programs](#) ▾ (#) [Enrollment & Funding](#) ▾ (#) [Student Services](#) ▾ (#) [Campus Life](#) ▾ (#) [//steps-enroll/admissions-application](#)

### Academic Year 23-24 Service Hours (in-person and remote)

Monday, Wednesday, Thursday 8 a.m. - 4:30 p.m.; Tuesdays 8 a.m. - 6 p.m.; Fridays 8 a.m. - 12:30 p.m.

Student Life Menu ▾

#### Student Life - Contact & Hours

**Email:**

[SouthStudentLife@seattlecolleges.edu](mailto:SouthStudentLife@seattlecolleges.edu) (<mailto:SouthStudentLife@seattlecolleges.edu>)

**Phone:**

206.934.5332

**Location:**

[Jerry Brockey Student Center \(JMB 134\)](#) ([/campus-map](#))

Located in JMB 134 at the entrance of the Office of Student Life

**Hours:**

Monday, Wednesday, Thursday: 8am-4:30pm

Tuesday: 8am-6pm

Friday: 8am-12:30pm

#### Related Links

- [Project Baldwin: South](https://southseattle.edu/south-men-color) (<https://southseattle.edu/south-men-color>)

## Center for Equity, Inclusion, and Diversity

The Center for Equity, Inclusion, and Diversity (CEID, pronounced "seed") cultivates a learning environment that champions social justice.

#### Location, Hours and Contact Information

CEID is located in the Jerry Brockey Center, Room JMB 146.

Current hours of operation are Monday - Thursday, 11am - 2pm.

To contact CEID, please email Equity, Diversity, Inclusion & Community Navigator Alexis Burris at [Alexis.Burris@seattlecolleges.edu](mailto:Alexis.Burris@seattlecolleges.edu) (<mailto:Alexis.Burris@seattlecolleges.edu>) or by phone at 206-934-6455.

#### Services We Provide

- Multi-faith Prayer and Lactation Space
- Welcoming and Relaxed Environment
- Computer Access and Printer
- Events Promoting Social Justice
- Textbook Lending Program
- Coffee, Tea, and Snacks

#### Our History

Our office originated as the Cultural Center and the Gender Equity Center, both founded in 2005. The two offices merged in 2017, to become the Center for Equity, Inclusion, and Diversity (CEID). We carry on the goal of supporting the academic, professional, and personal success of multicultural students of all genders. We strive to accomplish this goal through providing a supportive environment, resource and scholarship information, in addition to the services mentioned above. CEID empowers student leaders, whom we call Student Commissioners, to explore, celebrate, and educate the campus community about gender, racial, and cultural equity.

#### CEID Initiatives

##### Leadership Training Opportunities

The Center for Equity, Inclusion, and Diversity annually hires and trains a team of student leaders who will support the academic, personal, and professional success of its constituents in the campus community by providing resource referrals, educational programs addressing pertinent issues impacting students and by creating a friendly and supportive environment for all.

##### Multicultural Events & Programs

For a full list of programs check out South's [Calendar of Events](http://www.southseattle.edu/calendar/) (<http://www.southseattle.edu/calendar/>).

VISIT WWCC

## RENT OUR FACILITIES

Our doors are open to the community. A range of facilities, equipment, and support services are provided at affordable rates.

EVENTS AND RENTALS



## LACTATION ROOMS ON CAMPUS

To support the breastfeeding needs of mothers, private lactation rooms are available on both the Walla Walla and Clarkston campuses for students, employees, and visitors.

These spaces include a comfortable chair, table space, ample plug-ins, and a refrigerator only available to those using the lactation room.



WenatcheeValleyCollege (/)

 (/) > [Human Resources \(/humanresources/\)](#) > [Lactation Resources \(/humanresources/lactation-resources/\)](#) > Designated Lactation Rooms

## Designated Lactation Rooms

The following campus locations are accessible to Wenatchee Valley College employees, students or visitors **during Wenatchee Valley College business hours or as otherwise indicated**. Nursing mothers must provide their own pump, adapter, and accessories as well as a small cooler or insulated bag.

There is a Mamava ADA Lactation Pod located outside of the women's restroom in Sexton Hall. There's a code posted on the door for access (8008). It's lockable, wheelchair accessible, has seating as well as outlets and a counter.

Mish ee twie, room 1225T.

If you have access issues, please contact safety, security & emergency manager at Maria Agnew at 509.682.6659 or facilities at 509.682.6450.

WenatcheeValleyCollege (/)

 (/) > [Human Resources \(/humanresources/\)](#) > Lactation Resources

## Lactation Resources

Proactive planning can help you to continue breastfeeding after your parental leave has come to an end.

### Planning to Breastfeed

- The U.S. Department of Health and Human Services' Office on Women's Health (<https://www.womenshealth.gov/breastfeeding>) provides a variety of detailed information on breastfeeding such as making the decision to breastfeed, breastfeeding challenges, and breastfeeding considerations at home, at work, and in public.
- Contact your health insurance provider to inquire about obtaining a breast pump and/or lactation consultant services. If you are covered under a Wenatchee Valley College's health insurance plan please contact:
  - **Uniform Medical (Regence BlueShield): 888-849-3681**
- Plan for sufficient leave time, particularly after the baby arrives, to allow you more time to initiate breastfeeding. Read more about leaves of absence per union contract or appropriate leave procedure.

### Getting Ready to Return to Work

- Speak with your supervisor about expectations for when you return to work. If applicable, consider flexible scheduling options.
- Identify a lactation space, such as a [designated lactation room \(/humanresources/lactation-resources/designated-lactation-rooms.html\)](#) on campus or private office, where you will be able to pump breast milk during the workday.
- Create your lactation plan for your return to work.

### Back at Wenatchee Valley College

- If using an alternate space than a designated lactation room, print out this [privacy sign \(/humanresources/lactation-resources/Lactation%20Room%20Privacy%20Signs.pdf\)](#) to hang on the door.
- Seek out other breastfeeding parents, perhaps co-workers or a local support group, to share experiences and tips that may be helpful as you work to maintain your breastfeeding goals.

### Resources

Break Time for Nursing Mothers (<https://www.dol.gov/whd/nursingmothers/>), U.S. Department of Labor  
Know Your Rights: Breastfeeding (<https://thepregnantscholar.org/know-your-rights-breastfeeding/>), ThePregnantScholar.org  
Pregnancy Health Guide (<https://www.drugwatch.com/health/women/pregnancy/>), Drugwatch