

## **University of Iowa Department of Orthopedics and Rehabilitation Guidelines for Wellness of Lactating Surgical Residents**

The University of Iowa Department of Orthopedic Surgery Residency Program has developed this guideline in order to support the wellness of lactating surgical residents. This has been developed in accordance with national health care laws and the American Academy of Pediatrics (AAP) policy statement on breastfeeding and the use of human milk to support the efforts of residents who wish to continue to provide breastmilk to their infants after returning to clinic duties. Our department is committed to protecting the health and wellbeing of our diverse residency and has prepared this document to serve as a guide and show of support to lactating residents in the Department of Orthopedics.

1. Challenges face by lactating surgical residents
  - Health and wellness of lactating resident
    - Infrequent or insufficient expression can lead to plugged ducts, mastitis, or decrease in supply
    - Emotional issues/stress regarding significant time spent away from young child
  - Resident commitment to clinical obligations
    - Potentially results in infrequent or insufficient pumping
    - Inability to schedule lactation breaks in advance given unpredictable nature of clinical practice
  
2. Responsibilities of lactating resident
  - Ongoing commitment to patient care and careful consideration for clinical continuity when determining appropriate times to express milk
  - Advanced notice to program director and all residents on the service if she will require time to express milk upon return from maternity leave
  - Clear communication with program director, attending surgeons, and colleagues regarding specific needs for lactation (time interval, specific concerns)
  
3. Opportunities to express milk
  - Resident should be allowed breaks to pump at reasonable intervals (i.e. every three hours)
  - Resident in clinic
    - Lactating resident will be allowed to leave clinic to pump at reasonable interval
    - Lactating resident will not leave during a patient encounter
  - Resident in operating room
    - Lactating resident will notify attending surgeons on each service that they will require lactation breaks during prolonged procedures
    - Lactating resident will minimize interruption to operating team by pumping before or after cases whenever possible and will not leave during critical portions of the operation
    - Lactating resident will reach out to available team members to serve in their absence and will minimize their time out of operating room
  
4. Departmental Support
  - The Department of Orthopedics strives to create a welcoming and inclusive environment for our diverse work force.
  - The Department of Orthopedics must reasonably accommodate a resident's request for lactation time and ensure there is no retaliation, either real or threatened.
  - The department commits to distribution and posting of this "Guideline for Wellness of Lactating Orthopedic Residents."
  - If issues or concerns arise regarding a lactating resident's ability to express milk, the Program Director will lead conflict resolution to define and meet the lactating resident's specific needs.