

Class C Resolution Regarding Wellness Rooms

A wellness room is a private space that contains a sink with a water source, a plug, a sharps/biohazard waste box, a small refrigerator, and a chair that can be utilized for breast pumping/feeding and/or medical interventions (injections and/or other medication), and the space must be serviced/cleaned regularly.

WHEREAS the University of Washington employs women (7925 women faculty and non-faculty personnel) and admits women students (16,152 undergraduate women [Seattle campus]), and

WHEREAS the United States Fair Labor Standards Act requires that employers provide “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk,” and

WHEREAS the University of Washington employs individuals and admits students who require a space for medical interventions (such as those with diabetes, anemia, migraines), and

WHEREAS Title I of the Americans with Disabilities Act specifies that employers must provide “reasonable accommodations” for those with disabilities, and that includes a private space for giving injections or testing, and

WHEREAS the current availability of wellness rooms is drastically underrepresented (n = 14 [Seattle campus]) given the current size of the university and population of women within, and many parts of campus have no wellness room available within multiple blocks, and

WHEREAS some of the current wellness rooms do not provide basic requirements necessary for breast pumping (i.e., a sink with a water source) such that lactating individuals are required to use unsanitary conditions to wash breast pumping equipment, and

WHEREAS we embrace our stated strategic priority of “UW Standard of Excellence: We recruit the best, most diverse and innovative faculty and staff from around the world...We hold ourselves to the highest standards of ethics, as a beacon for our community and the world.” We recognize that to continue to recruit the best and most diverse faculty and staff and hold to our standards of ethics that we need to also provide reasonable accommodation of wellness rooms for lactating individuals and those who require a space for medical interventions, therefore

BE IT RESOLVED that the Faculty Senate of the University of Washington strongly recommends that at least one wellness room is included as a requirement for all new buildings (or more based on population capacity of the building), and that functioning wellness rooms be provided close enough to existing buildings on campus so as not to cause undue hardship for those individuals who require access, and

BE IT FURTHER RESOLVED that the Faculty Senate requests that UW administration follow up on this recommendation with the Faculty Council on Women in Academia.

Approved by:
Senate Executive Committee
February 12, 2018

Approved by:
Faculty Senate
March 1, 2018