



University of Michigan Department of Surgery  
Guidelines for Wellness of Lactating Surgical Residents  
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1. Introduction

The University of Michigan Department of Surgery Residency Program has developed this guideline in order to support the wellness of lactating surgical residents. Our department is committed to protecting the health and wellbeing of our diverse residency and have prepared this document to serve as a guide and show of support to lactating residents in the Department of Surgery.

2. Challenges faced 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

3. 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)

4. Opportunities to express milk

- Resident on ward
  - Service specific call rooms (or other appropriately equipped location) will be designated and prioritized as a daytime lactation room (8AM-5PM) for any team with a lactating resident
  - Clear communication with team members (co-residents, PA, NPs) regarding pumping needs
- 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
- Resident in conference
  - Lactating residents are allowed to leave mandatory teaching conference for pumping if necessary

5. Departmental Support

- The Department of Surgery strives to create a welcoming and inclusive environment for our diverse work force.
- The department commits to distribution and posting of this "Guideline for Wellness of Lactating Surgical 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.