

Breastfeeding Policy in the Workplace This Breastfeeding policy sample is ready to be tailored to your company's needs and should be considered a starting point for setting up your lactation policies.

Policy for Supporting Breastfeeding Employees

In recognition of the well documented health advantages of benefits for young children and mothers, [name of company] provides a supportive environment to enable breastfeeding employees to breastfeed or express their milk during work hours. This includes a company-wide lactation support program administered by [name of department].

[Name of company] subscribes to the following worksite support policy. This policy applies to all new mothers in our company regardless of rank, status, and position. This policy shall be communicated to all current employees and included in new employee orientation training.

Company Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

Milk Expression Breaks

- Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks, meal times, or other times during the work day as agreed upon by the employee's supervisor. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors.

A Place to Express Milk

- A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Expressed milk can be stored [in general company refrigerators/in designated refrigerators provided in the lactation room or other location/in employee's personal cooler].

Breastfeeding Equipment

- [Name of company] [provides/subsidizes/rents] electric breast pumps to assist breastfeeding employees with milk expression during work hours. The company provides [hospital grade pump that can be used by more than one employee/or portable personal use electric breast pump that the employee retains] throughout the course of breastfeeding for the employee. [If using a standard hospital-grade pump, indicate whether the company provides/subsidizes personal attachment kit or where the

employee can purchase the kit.] [Indicate whether breast pumps are also available for partners of male employees.]

Education

- Prenatal and postpartum breastfeeding classes and informational materials are available for all mothers and fathers, as well as their partners. Staff Support Supervisors are responsible for alerting pregnant and breastfeeding employees about the company's worksite lactation support program, and for negotiating policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees. [List other components specific to your company's program.]

Employee Responsibilities

Communication with Supervisors

- Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company.

Maintenance of Milk Expression Areas

- Breastfeeding employees are responsible for keeping milk expression areas clean, using antimicrobial wipes to clean the pump and area around it. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk will occur.

Milk Storage

- Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk using [company provided refrigerator/personal storage coolers.]

Use of Break Times to Express Milk

- When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

References

U.S. Department of Health and Human Services Office on Women's Health, "Business Case for Breastfeeding," available at:

<https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>.

United States Department of Labor Wage and Hour Division (WHD), "Fact Sheet #73: Break Time for Nursing Mothers Under the FLSA," available at: <https://www.dol.gov/whd/regs/compliance/whdfs73.htm>.

World Health Organization (WHO) Global Strategy for Infant and Young Child Feeding, available at: https://www.who.int/nutrition/topics/global_strategy_icyf/en/.