

## Model Workplace Breastfeeding/Milk Expression Policy

### **PREAMBLE**

Whereas, breastfeeding has shown to significantly reduce the risk of overweight (Kramer, MS, 1981), ear and respiratory infections (Duncan, B, Ey J, Holberg, CJ, 1993) (Bachrach, VR, Schwarz, E, Bachrach, LR, 2003), type 2 diabetes (Owen, CG, Martin, RM, Whincup, PH, et al., 2006) and sudden infant death syndrome (Mitchell, EA, Tuohy, PH, Brunt, JM, et al., 1997);

Whereas, the obesity rate among Native American adults is currently 32.4% and 32.1% among Native American youths and high obesity rates can lead to increased risk of death as an adult due to high blood pressure, diabetes, and heart problems. Obesity Prevalence Among Low-Income, Preschool-Aged Children — United States, 1998–2008 Also available in a PDF version (PDF-1.3Mb).

Whereas, breastfeeding has shown to benefit the mother by stopping post-birth bleeding (Riordan, J, 2005), allowing earlier return to pre-pregnancy weight (Dewey, KG, Heinig, MJ, Nommsen, LA, 1993), decreasing risk of breast cancer (Newcomb, PA, Storer, BE, Longnecker, MP, et al., 1994), decreasing risk of ovarian cancer (Rosenblatt, KA, Thomas, DB, 1993) and decreasing the risk of osteoporosis (Cumming, RG, Klineberg, RJ, 1993);

Whereas, the health benefits of breastfeeding to infants and mothers has shown the potential to decrease health care costs of \$3.6 billion in the US (Weimer, J, 2001), decreased costs for public health programs such as the Supplemental Nutrition Program for Women, Infants and Children (Tuttle, CR, Dewey, KG, 1996) and decreased parental employee absenteeism (Cohen, R, Mrtek, MB, Mrtek, RG, 1995);

Whereas, the expression of milk for breastfeeding may be necessary during work hours; and

Whereas, employer participation and ongoing support is essential to the development and implementation of a worksite breastfeeding/milk expression policy;

Thus, \_\_\_\_\_ is committed to providing worksite environments that promote and protect a mother's right to breastfeed or express milk during work hours. Therefore, it is the policy of \_\_\_\_\_ that: \_\_\_\_\_ that:

This policy was created using information from the following resources: The Mississippi Breastfeeding Coalition, The Chinle Comprehensive Health Care Facility, The National Center for Chronic Disease Prevention and Health Promotion, and the American Academy of Pediatrics.

## **Policy Enforcement**

It shall be the responsibility of the Clinic Director to ensure that supervisors are complying with employee requests to express milk during work periods and that all reasonable accommodations requested by the employee are made. The Health Board will be charged with ensuring that this Workplace Breastfeeding/Milk Expression Policy is being implemented. The Clinic Director shall make reports to the Health Board on actions taken to implement the Workplace Breastfeeding/Milk Expression Policy during regular Health Board Meetings.

## **COMPANY RESPONSIBILITIES**

- **Employees shall be provided a place to breastfeed or express their milk.**  
An employee lactation room (not a toilet stall or restroom) will be provided as a private and sanitary place for breastfeeding employees to express their milk during work hours. This room provides an electrical outlet, comfortable chair and nearby access to running water. Employees may use their private office area for breastfeeding or milk expression if they prefer. A sign will be provided to post when the room is being used in order to ensure privacy. The room will be left open after use so that others will know that the room is unoccupied.
- **A refrigerator will be made available for safe storage of expressed breast milk.**  
Employees may use their own cooler packs to store expressed breast milk, or may store milk in a designated refrigerator/freezer. Employees should provide their own containers, clearly labeled with name and date. Those using the refrigerator will be responsible for keeping it clean.
- **Employees shall be provided flexible breaks to accommodate breastfeeding or milk expression.**  
A breastfeeding employee shall be provided a flexible schedule for breastfeeding or pumping to provide breast milk for her child. The time would not exceed normal time allowed for lunch and breaks. 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 supervisor(s).
- **Staff will be expected to provide support for breastfeeding employees.**  
Realizing the importance of breastfeeding to the infant, mother and the company, staff should provide an atmosphere of support for breastfeeding employees.

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- **Any newly constructed worksite buildings, if separate from the existing building, will be constructed to include a place for breastfeeding or milk expression.**  
 Newly constructed worksite areas that fall under the authority of the existing company/organization will be constructed to include a private and sanitary place for breastfeeding employees to express their milk during work hours. This room will provide an electrical outlet, comfortable chair and nearby access to running water. As with the existing worksite building, employees working in the newly constructed buildings may use their private office area for breastfeeding or milk expression if they prefer. All newly constructed worksite buildings will adhere to the accepted breastfeeding/milk expression policy.
- **Breastfeeding promotion information will be displayed in the workplace.**  
 The company/organization will provide information on breastfeeding to all pregnant and breastfeeding employees, including any local resources. In addition, positive promotion of breastfeeding will be on display in the company/organization and in-house communications with staff.
- **Employee orientation will include information about the company's breastfeeding policy.**  
 The company breastfeeding policy will be communicated to current staff. New employees will be informed about the company policy in any new employee orientation training.
- **Breastfeeding/milk expression policy will be monitored and enforced by the company/organization.**  
 The owner/director/supervisor or other designee will monitor the breastfeeding/milk expression policy and ensure company/organization/employee compliance.

## **EMPLOYEE RESPONSIBILITIES**

- **Breastfeeding employees will communicate with their supervisor(s).**  
 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/organization.
- **Breastfeeding employees will maintain breastfeeding/milk expression areas.**  
 Breastfeeding employees are responsible for keeping milk expression areas clean as well as the designated refrigerator/freezer where expressed milk will be stored. This responsibility extends to both

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designated milk expression areas, as well as other areas where expressing milk will occur.

- **Breastfeeding employees will store their expressed milk properly.**  
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 the provided refrigerator/freezer.
- **Lunch and break times will be used to express milk.**  
When more than one breastfeeding employee needs to use the designated lactation room, employees can use a sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.