Lactation Support Policy

1. **Purpose**

This policy at (Organization Name) promotes a worksite for employees to participate in the lactation support program in accordance to Ohio Revised Code § 3781.55. The lactation support program established a worksite that is supportive and tolerant of mother’s who are breastfeeding their child up to a year or more after the child’s birth. The program has numerous benefits, such as: a reduction in absenteeism of employees due to taking care of sick children, a reduction in the healthcare spending due to sick children and mothers, reduction in employee turnover, improving knowledge of the organization, encouraging mother’s to return to work after childbirth and increased worksite morale among employers and employees.

1. **Recognition of Health Benefits**

The American Academy of Pediatrics (AAP) proclaims that “breastfeeding and human milk are the reference normative standards for infant feeding and nutrition” which “confer unique nutritional and non-nutritional benefits to the infant and the mother and, in turn, optimize infant, child, and adult health as well as child growth and development.” Thus, formula cannot effectively mimic the nutrients that can be found in human milk. For example, human milk contains a combination of fats, sugars, proteins, vitamins and enzymes, that are uniquely designed to encourage brain, body and developmental growth of infants. The AAP promotes the decision for mothers to breastfeed due to the abundance of health benefits that human milk provides in comparison to formula. Thus, AAP supports women breastfeeding in public settings, such as work, to provide exceptional nutrition to their child.

1. **Tolerance in the Workplace**
Managers and employees at (Organization Name) encourages and promotes an atmosphere that is positive and accepting of women who are breastfeeding at the worksite. Breastfeeding, along with the expression of milk, is supported and promoted by (Organization Name) when employees return to work who are breastfeeding. Our company policy supports and promotes women to breastfeed their infant. This policy encourages and ensures a worksite that provides support to mothers by fellow employees and managers, establishing an atmosphere that combines the roles of those working and breastfeeding.
2. **Definitions of Who qualifies for the program (all employees, part-time, contractors, visitors, etc.)**

(Organizations Name)’s Breastfeeding Worksite policy shall be propagated to current and future employees of (Organization Name). It is the responsibility of a supervisor to alert expecting mother’s or those who are breastfeeding of the company’s policy prior to when an employee takes leave due to childbirth and among their return to the organization.

1. **Program Components**

• **Work Schedules and Break Options**

Work schedules of employees who are breastfeeding will be provided a schedule and work pattern that is flexible to accommodate the employee with reasonable break time to express milk for her child or be able to breastfeed her child. The employee will be allotted one year or more after the child’s birth to express milk. Mothers who are lactating are encouraged to use time during the workday to express milk in a designated area. The breaks to accommodate the expression of milk include, but are not limited to, paid break periods, lunch breaks, and other times that are deemed necessary. Mothers who are lactating must be provided flexibility in their workday schedule. However, utilizing accrued leave, with or without pay, will not be applicable to cover time for mothers who are expressing milk. Therefore, scheduling will be established on an individual basis to determine the required amount of breaks to assist an employee with milk expression.

• **Arrangements made for mother’s to acquire private space, that has running water, a sink, storage for breast milk , and access to required equipment.**

 (Organization Name) will provide employees access to a private area that is accessible, out of view, free from intrusion of employees, to express milk in the workplace each time that it is required by the employee.

 Employees are able to use the designated employee lactation room when it is available to express breastmilk. The employee lactation room will include:

* A locking door
* An electrical outlet
* Clean surfaces to work
* A comfortable chair
* Access to running water to wash hands and clean breast pump
* A refrigerator with the sole reason of storing milk collected after expression
* Employees are permitted to store personal coolers with icepacks in the designated lactation room
* A hospital- grade multi-user electric breast pump (employees must provide their own milk collection kit)

All breastmilk being stored, handled or supervised in the room is the sole responsibility of the employee. (Organization Name) is not responsible for any milk stored in the designated room.

If a designated lactation room is not possible, (Organization Name) will provide a private space for the expression of milk in a multi-use room. Mothers who are lactating will have priority over business matters to occupy the room when necessary.

• **Educational resources are made available to mothers and fathers returning to work.**

Educational resources on breastfeeding and returning to work will be provided to a mother and/or father prior to the start of maternity leave.

* **Breastfeeding in a Public Space**

According to Ohio Revised Code § 3781.55, (Organization Name) acknowledges that a mother is permitted to breastfeed her child in any public or private location that the mother is sanctioned to be. (Organization Name) will promote employees to support clients and customers who are mothers, intending to breastfeed. Signs will be posted near designated customer service areas where private areas are located to breastfeed, along with the support from employees to fulfill needs of the breastfeeding mothers.