

EAST CENTRAL PUBLIC HEALTH DISTRICT VI Breastfeeding Support Policy

WHEREAS the Richmond County Health Department promotes, protects, and supports breastfeeding as the preferred method of infant feeding for the first year and recognizes that it has a vital role and responsibility to create a public environment that encourages breastfeeding for its employees and the public they serve.

WHEREAS the United States Surgeon General concluded in the 2000 Health and Human Services Blueprint for Action on Breastfeeding that:

- Breastfeeding is one of the most important contributors to infant health.
- Breastfeeding provides a range of benefits for infant's growth, immunity, and development.
- Breastfeeding improves maternal health and contributes economic benefits to the family, healthcare system, and the workplace.

WHEREAS the Richmond County Health Department recognizes the critical nature of employer support for breastfeeding success, as well as the importance of setting a positive example of that support for the rest of the health district and the community at large.

WHEREAS this Breastfeeding Support Policy adopted by the Richmond County Health Department contains the minimum standards needed for workplace support for the breastfeeding mother and will serve as a model which may be used or enhanced for other counties and employers in the East Central Health District who are encouraged to adopt similar policies.

WHEREAS the East Central Health District encourages its employees to establish and maintain a workplace culture which supports employees' desire to develop and maintain a healthy lifestyle.

WHEREAS the Richmond County Board of Health and the East Central Public Health District VI Health Director approve this policy.

THEREFORE, the following provisions of this Breastfeeding Support Policy shall be effective for all employees in the Richmond County Health Department on April 26 2007.

- As part of new employee orientation, employees will receive the Richmond County Health Department's Breastfeeding Support Policy and Lactation Room procedures so women may continue to breastfeed upon return to the workplace.

- Employees who plan to breastfeed may contact the Breastfeeding Coordinator, breastfeeding peer counselors, clinical nutritionist, nurse manager or other designee for breastfeeding support and education during pregnancy, after delivery, and when employees return to work.
- As early in their pregnancy as possible, pregnant employees who plan to breastfeed and their supervisors shall work together to develop plans to express or pump and store breast milk that do not compromise job requirements.
- A private area, other than a toilet stall, will be available for expressing or pumping breast milk to be stored for later use. The room will have accessible electrical outlets for electric breast pump use and will have access to a sink and a refrigerator for storing breast milk.
- If possible, a room in each area should be designated as the Lactation Room. If space is not available for a dedicated room, every effort shall be made to provide private space when needed that conforms to the above requirements.
- An employee shall plan with her supervisor to make up time away from work that exceeds the normal break time and/or lunch time by arriving early to work, staying later, or by taking annual or personal leave.
- The breastfeeding promotion area/room will contain, at minimum, a chair and a table. A sign up sheet will be posted to ensure that all those needing the room will have the opportunity to use it.
- The breastfeeding woman shall be allowed a flexible schedule for expressing or pumping her breast milk.
- Breastfeeding education information will be displayed in the health district and included in agency newsletters, as requested.
- A breastfeeding woman visiting in any facility in Richmond County may breastfeed her baby in any public or private location throughout the Richmond County Health Department facilities where she and her infant are authorized to be. A private space should be provided for her if she requests it. Care should be taken that a breastfeeding mother feels welcome to breastfeed in public spaces if she desires.
- In compliance with the 2007 Georgia WIC Procedures Manual requirements, no formula, bottles, bottle nipples, or products containing formula advertising shall be stored in view.

Copies of this policy shall be distributed to all East Central Public Health District IV employees.


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Date

4/24/07