

SECTION: BREASTFEEDING PROMOTION AND SUPPORT

SUBJECT: Breastfeeding Friendly Environment

ITEM: Agency Environment and Employee Support

Policy

The Local Agency (LA) shall establish a breastfeeding friendly environment for participants and employees.

Required Procedures

I. Site Environment

A. The LA site environment shall:

1. include a display of the California Women, Infants and Children (WIC) Program's Breastfeeding Vision Statement in areas visible to employees and participants;
2. visibly represent breastfeeding as the normal way to feed infants through the use of posters and/or other visuals in the sites;
3. refrain from displaying or providing magazines, books, educational materials, or incentive items that promote or market formula to participants;
4. ensure formula, formula materials, formula logos, bottles, and pacifiers are not in view except when being used as a teaching aid; and
5. make a reasonable effort to provide a private area at each site for participants to receive help with breastfeeding or to breastfeed privately if requested.

II. Management

A. LA management shall:

1. have a written breastfeeding policy and routinely communicate the policy to all staff;
2. annually evaluate progress toward meeting their Nutrition Services Plan (NSP) goals related to breastfeeding rates; and

3. include breastfeeding promotion and support in employee job descriptions and duty statements.

III. Front-Line Staff

A. LA staff shall:

1. support participants breastfeeding in the clinic;
2. encourage mother-to-mother breastfeeding support; and
3. identify and refer participants to appropriate breastfeeding resources.

IV. Employee Support

A. The LA shall support breastfeeding employees: and:

1. provide a reasonable amount of break time for employees to express breast milk or breastfeed;
2. make a reasonable effort to provide breastfeeding employees with the use of a private, clean, and comfortable area in close proximity to the employee's work area for expressing milk. This room should have a locking door, a comfortable chair, an electrical outlet and hospital grade breast pump. A sink and small refrigerator should be available in the room or nearby;
3. allow the loan of a multi-user breast pump to a WIC employee if the employee is also a WIC participant who has a need and the pump is issued by her supervisor;
4. allow breastfeeding employees to use an available multi-user breast pump during working hours, if the pump is also used for participant education and/or breastfeeding support;
5. not allow employees to issue a breast pump to themselves or relatives. Other LA staff may assist the employee's relatives with any pump issuance;
6. inform all new employees at orientation of breastfeeding support available for employees;
7. inform pregnant employees of policies, facilities, information, and resources to support breastfeeding; and
8. offer breastfeeding support to employees in the early postpartum period.

Guidelines

- I. Provide alternative work schedules such as part-time employment, job sharing, flex schedules, and/or a gradual return to work so breastfeeding employees experience less disruption to the breastfeeding process.
- II. Provide pump kits to employees purchased with non-WIC funds. Pump kits purchased with WIC funds shall not be provided to employees, unless the employee is a WIC participant.
- III. Create on-site support groups for breastfeeding participants and employees.
- IV. Extend breastfeeding support to employees of the administrative agency.
- V. Promote childcare facilities in close proximity to WIC employee work sites, funded by employees and/or other non-WIC sources to enable mothers to breastfeed their infants during the workday. In the absence of on-site day care, allow infants to be brought to the workplace during lunch hour and break times to be breastfed.

Resources

The International Code of Marketing of Breast-milk Substitutes, World Health Organization, 1981.

Authority

7 CFR 246.11 (c) (7) (i)
WIC Nutrition Services Standards: Standard 19B
California Labor Code Section 1030 – 1033, Chapter 3.8, *Lactation Accommodation*.