

Lactation Accommodation**4-2114**

CDPH endorses breastfeeding as the normal method of feeding for at least the first year of life. CDPH affirms its role in promoting, protecting, and supporting breastfeeding in California, and its workplace serves as a model for California employers by supporting employees and visitors who breastfeed.

CDPH will provide employees who breastfeed, an appropriate, private area to express milk and a reasonable amount of time during the work day to breastfeed or to express milk as specified below.

- **Time for Breastfeeding or Expressing Milk**
Employees who breastfeed may breastfeed or express milk during work hours using their normal breaks and meal times. Routinely provided breaks may provide sufficient time for some women to express breast milk, but others may need additional time (more often and/or longer). For time needed beyond the usual break times, employees may use accrued leave or may make up the time as negotiated with their supervisors. Flexibility is strongly encouraged.
- **Places for Breastfeeding or Expressing Milk**
Employees may breastfeed anywhere unless prohibited by site-specific safety and security policies. CDPH will provide employees desiring to express milk a clean and private area with a table, chair, and electrical outlet. Employees should have access to a sink to wash pumping equipment and hands. A toilet stall or a restroom counter is not a clean place to express milk.

CDPH has several designated lactation rooms. The location of these rooms and information on how to access them is available on the Internet at <http://cdph.ca.gov/Breastfeeding-CDPH>.

In CDPH buildings without a designated lactation room, other areas shall be designated, e.g., a private room or office space that could be made available during specific times of the day.

Visitors (defined as those with officially-issued temporary identification) may use designated lactation rooms/areas.

Education

Helpful information for employees who are pregnant or breastfeeding is available on the Internet at <http://cdph.ca.gov/Breastfeeding>. The information includes benefits of breastfeeding, collecting and storing breast milk, and worksite breastfeeding support. A listing of other comprehensive breastfeeding support organizations and Internet links is also provided.

Responsibilities

Managers and supervisors will provide an appropriate location (in the absence of a designated lactation room) and reasonable break time in response to employee requests for lactation accommodation. Managers and supervisors should work cooperatively with employees to balance workload needs and lactation accommodation.

The employee's supervisor will ensure the CDPH Lactation Accommodation policy and the lactation room location(s) are provided to the employee prior to maternity leave and upon return.

Employees who intend to breastfeed are encouraged to meet with their supervisor prior to maternity leave to discuss potential lactation accommodation needs after returning to work. Employees are responsible for providing all equipment needed to pump and store expressed milk and for keeping lactation areas clean.

CDPH expects that all employees will foster an environment that supports employees and visitors who are breastfeeding.

Legal Requirements

California Law Related to Breastfeeding in Public
Civil Code section 43.3] [Statutory Text](#)

California Law Related to Lactation Accommodation in the Workplace
Labor Code section 1030 – 1033 [Statutory Text](#)