

ALEXANDRIA CITY PUBLIC SCHOOLS LACTATION SUPPORT GUIDELINES

Purpose:

The purpose of these guidelines is to provide a supportive environment for Alexandria City Public Schools (ACPS) staff and students to breastfeed their children or use a breast pump. Section 4207 of the Patient Protection and Affordable Health Care Act amended the Fair Labor Standards Act requiring employers to provide “a place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public, which may be used by an employee to express breast milk.”

Background:

ACPS recognizes the importance of breastfeeding and promotes optimal nutrition for pregnant women and young children. We desire and promote work environments that permit mothers to continue breastfeeding, as long as mother and baby desire. It is known that breastfeeding support in the workplace benefits the organization with increased employee morale and productivity, decreased employee absenteeism, and decreased health care costs. In addition, it benefits the employee by providing an easier transition back to work, breast-feeding support, a healthier baby, and a reduction in the risk of developing breast cancer.

As such, ACPS will provide a supportive atmosphere for breastfeeding mothers. In support of healthy lifestyles and a healthy working environment, all ACPS employees, visitors, and students who are pregnant or breast-feeding are eligible to participate in the Breastfeeding Support Program. ACPS encourages them to: a) utilize WIC (Women, Infants, and Children) Breastfeeding Peer Counselors or La Leche League for support and guidance; and b) utilize the designated breastfeeding locations as needed/desired during their visit/workday.

Responsibilities:

- 1) All ACPS employees are responsible for supporting these guidelines.
- 2) Human Resources staff and administrators will communicate these guidelines to staff members during employee orientation and when an employee requests maternity leave.

Procedures:

For breastfeeding employees or students, ACPS will

- 1) Designate a private, warm, comfortable room to facilitate breastfeeding. This room shall be a) clearly designated with a sign stating its function, b) have a sign to indicate when it is occupied or available for use, and c) have an electrical outlet. Hand-washing supplies will be available and located near the room with a sink;
- 2) Provide access to a refrigerator to store expressed breast milk (breastfeeding mother will be responsible for providing her own clearly labeled containers);
- 3) Provide employees and students adequate time to breastfeed or express breast milk – this time shall be flexible but shall not exceed time normally allotted for breaks and lunch.

- 4) Provide access to information on breastfeeding including local resources;
- 5) Assure that individuals who have decided to breastfeed or express breast milk will not be discriminated against, harassed or penalized for their decision and practice;

Definition:

Breast pump: a device for extracting and collecting milk from the breast during breastfeeding.

Resources:

- 1. Centers for Disease Control and Prevention, <http://www.cdc.gov/breastfeeding/>
- 2. United States Breastfeeding Committee, <http://www.usbreastfeeding.org/>

Effective Date:
July 1, 2015.