**Georgia Working on Health**

**Breastfeeding Friendly Policies**

Congratulations on your decision to support breastfeeding women in your workplace. Breastfeeding support in the workplace can increase breastfeeding initiation and duration, which can lead to healthier babies. Your next step is to develop a written policy on breastfeeding.

**Why do you need a written breastfeeding policy?**

A worksite health policy is a set of statements around the specific health-related practices promoted within your organization. Policies set direction, shape programming and establish expectations for your organizational leadership and staff members. Creating a policy is your organization’s commitment to operating in a certain way. Traditionally, a policy is developed first then used as the basis for establishing practices.

Policies are most effective when written; having a written policy will eliminate any confusion regarding the specifics of the policy. Adopting a policy may be as simple as writing it and putting it in your organization’s handbook or it may require a bit more time.

**Sample Breastfeeding Policy Statements**

From Office on Women’s Health, Department of Health and Human Services (DHHS):

Policy for Supporting Breastfeeding Employees

In recognition of the well documented health advantages of breastfeeding for infants and mothers, (worksite name) provides a supportive environment to enable breastfeeding employees to express their milk during work hours. This includes a company-wide lactation support program administered by (name of department).

(Worksite name) subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in new employee orientation training.

Adapted from <https://www.womenshealth.gov/breastfeeding/employer-solutions/policy.html>

From Georgia Department of Public Health (DPH):

The Department of Public Health (DPH) advocates Breastfeeding Friendly Workplaces and designates itself as a benchmark for compliance. It is the policy of the Georgia DPH to encourage and support the practice of breastfeeding in DPH facilities by employees, volunteers, interns and visitors in compliance with federal and state law.

**Sample Breastfeeding Policy Components**

The first step in creating a worksite health policy is ensuring that the policy meets the needs of your worksite, the employees, and the worksite environment. Your breastfeeding policy can include a few or all of the components below:

* Breastfeeding is acceptable in all areas of (insert worksite name) that are open to the general public.
* (Insert worksite name) encourages all mothers who breastfeed to continue to do so, after returning to work.
* Employees will be provided with flexible work schedules to accommodate breastfeeding or expressing breast milk.
* All breastfeeding employees have (specific number/time) for milk expression breaks in which she can pump. [Note: it is up to you to specify how these breaks work- if these breaks are a part of their normal breaks/meal times OR if they have to use personal leave if time needed goes beyond provided breaks.]
* (Insert worksite name) has the following responsibilities in relation to breastfeeding employees:
  + A place to express milk (e.g. a dedicated lactation room);
  + The provision of breastfeeding equipment (e.g. breast pumps provided by the employer); and
  + Giving education to expectant and new mothers and fathers (e.g. classes).
* (Insert worksite name) has designed a lactation policy in line with the Patient Protection and Affordable Care Act (PPACA), which is explained below. [Provide paragraph here.]

Sample language on breastfeeding regulations from DPH:

**Break Time for Nursing under FFLSA**

In March 2010, the Patient Protection and Affordable Care Act (PPACA) was signed into law by President Obama. Section 4207 requires that employers with more than 50 employees provide “reasonable break time” and a private place other than a restroom for an employee to “pump” during the workday up until the child’s first birthday.

**Georgia Code- Labor and Industrial Relations- Title 34, Section 34-1-6**

As stated in the Georgia Code, an employer (with one or more employee) shall provide reasonable unpaid break time each day to an employee to express breast milk (pump) for her infant child. The employer may make reasonable efforts to provide a room or other location, other than a restroom, where the employee can [pump] in privacy. The break time shall, if possible, run concurrently with any break time already provided to an employee. An employer is not required under state law to provide time under this Code section if to do so would unduly disrupt the operations of the employer.

For more information on policy development and implementation, please see the *Work Healthy Georgia* toolkit at <https://dph.georgia.gov/working-on-health>