

Policy Statement

Community Violence Solutions believes that it is essential to establish guidelines for promoting a supportive environment to enable breastfeeding employees (and program participants/clients) to express their milk during work hours and to comply with California Lactation Accommodation Law (Labor Code 1030-1033).

- **Community Violence Solutions encourages employees and management to have a positive, accepting attitude toward working women, parent/child attachment time including breastfeeding.**
- **Community Violence Solutions promotes and supports breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work. Each site will have a designated office/room where employees (and program participants/clients) may privately express breast milk.**
- **Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at Community Violence Solutions.**

Rationale

California Law requires that all California employers must provide a reasonable amount of break time and make a reasonable effort to provide a private space, other than a toilet stall, close to the employees' work area, to accommodate an employee desiring to express breastmilk for her baby. The reasons are as follows:

- Breast milk is the optimal food for growth and development of infants.
- Breastfed infants are less likely to become ill.
- A substantial proportion of employee's lost work time can be attributed to child health problems.
- Breastfeeding mothers are half as likely to miss a day of work for a sick child compared to mothers of formula feeding infants¹.
- If 90% of US families complied with recommendations to breast feed exclusively for 6 months, \$13 billion per year would be saved and over 900 deaths would be avoided in the US²

1. Bartick, M. Reinhold, A, The Burden of Suboptimal Breastfeeding in the United States: a Pediatric Cost Analysis, *Pediatrics* online, April 5, 2010
2. Cohen, Mrtek & Mrtek. Comparison of maternal absenteeism and infant illness rates among breastfeeding and formula-feeding women in two corporations. *American J of Health Promotion* 1995; 1092: 148-153.