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## Breastfeeding and Lactation Policy

**In recognition of well documented health advantages of breastfeeding for infants and mothers and the emphasis placed by the Healthy and Active Before 5 Principles and Strategies\*, the Monument Crisis Center promotes breastfeeding and lactation and seeks to provide a supportive environment where mothers are allowed and encourage to breastfeed.**

### Monument Crisis Center recognizes that:

- Breast milk is the optimal food for growth and development of infants
- The consumption of breast milk by infants reduces the risk of childhood obesity
- Breastfeeding mothers are half as likely to miss a day of work for a sick child compared to mothers of formula feeding infants

### The Monument Crisis Center takes the following steps to promote breastfeeding:

- Welcoming and accommodating any Monument Crisis Center employee, visitor, client, or volunteer who breastfeeds their baby
- This Center policy is communicated to all staff, volunteers, clients and visitors while at the Center.
- Monument Crisis Center also subscribes to a Lactation support policy for all employees.
- This policy has been incorporated into our Monument Crisis Center Policies and Procedures Manual.

Adopted 2010

\*The Monument Crisis Center is in support of the Contra Costa County Healthy and Active B45 Strategies and Principles. Principle 1: Support and promote breastfeeding and the use of breastmilk as the normal way to feed infants for at least the first year of life.



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## Breastfeeding Policy for Returning Employees

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

- A supportive work environment
- Milk expression breaks
- A place to express milk or breastfeed
- Time away from work

## Lactation Discrimination and Harassment Policy

Breastfeeding should not constitute a source of discrimination in visiting the Center or access to services.

It is prohibited under this policy to harass a breastfeeding mother; such conduct unreasonably interferes with an individual's rights and creates an intimidating, hostile, or offensive environment.

Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at the Monument Crisis Center.

The lactation discrimination and harassment policy is incorporated with the general discrimination and harassment policy of the Monument Crisis Center.

Adopted 2010