

Building Blocks for Kids Richmond Collaborative

Building Blocks for Kids Richmond Collaborative Breastfeeding Policy

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 employees' desiring to express breast milk for their baby.

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 parents are half as likely to miss a day of work for a sick child compared to mothers of formula feeding infants. ¹
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 US. ²

Policy Statement

Building Blocks for Kids Richmond (BBK) Collaborative believes that it is essential to establish guidelines for promoting a supportive environment to enable breastfeeding employees to express their milk during work hours and to comply with California Lactation Accommodation Law (Labor Code 1030-1033). In addition, BBK extends these guidelines to guests who may be breastfeeding and on BBK premises.

BBK strongly encourages all employees and guests to have a positive, accepting attitude toward working parents and breastfeeding. BBK promotes and supports breastfeeding and the expression of breast milk by employees who

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.

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are breastfeeding when they return to work. Further, BBK is committed to making appropriate accommodations for BBK guests who are breastfeeding and participating in BBK programming. Ultimately, BBK strives to maintain an organizational environment in which all breast feeding parents, whether employees or guests, feel safe and welcome to feed their infant(s) anywhere they see fit. This applies to both the BBK offices as well as BBK programming that may occur off-site.

Discrimination and harassment of breastfeeding parents, whether employees or residents, in any form are unacceptable and will not be tolerated at BBK.

Implementing the Policy

BBK will make a reasonable effort to provide:

- A 20 to 30 minute break, paid or unpaid, for both morning and afternoon to nurse an infant or express breast milk for employees
- A private, clean space for breastfeeding or milk expression for employees and guests
- A clean, safe water source and a sink nearby for washing hands and equipment for employees and guests
- Clear signage indicating breastfeeding space location and availability

Breastfeeding Employees and Guests of BBK are responsible for:

- Keeping staff informed of their needs so that appropriate accommodation can be made to satisfy the needs of employees and guests of BBK.
- Keeping milk expression area, the area around it, and the electric pump clean and sanitary.
- Arranging for convenient times to meet one another's needs when more than one breastfeeding parent uses the lactation area.
- If applicable, labeling all expressed milk that is stored in a common refrigerator with their name and date collected.

Signature: _____


Jennifer B. Lyle, Chief Operating Officer

Date Effective: _____

9/13/2014