



Breastfeeding Accommodation 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 an employee desiring to express breastmilk for her baby.

- Breastmilk 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.

Policy Statement:

The Family Justice Center 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).

- The Family Justice Center encourages employees and management to have a positive, accepting attitude toward working women and breastfeeding.
- The Family Justice Center promotes and supports breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work.
- Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at The Family Justice Center.

Implementing the Policy

The Family Justice Center will make a reasonable effort to provide:

- Time for breastfeeding and pumping shall be established by each employee's work schedule. If possible, the employee shall use their already provided break time. Any time beyond the break time is unpaid
- A private, clean space, reasonably near the employee's work area for breastfeeding or milk expression
- A clean, safe water source and a sink nearby for washing hands and equipment
- A refrigerator for storage or expressed milk
- Written breastfeeding policy that is communicated to all employees

Signed: _____

Susan Katz

Effective 11/15/2017

¹Bartick, M. Reinhold, A, The Burden of Suboptimal Breastfeeding in the United States: a Pediatric Cost Analysis, *Pediatrics* online, April 5, 2010

²Cohen, 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.