



Grace Bible Fellowship of *Antioch*
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Grace Bible Fellowship of Antioch Policy Statement

Grace Bible Fellowship of Antioch believes that it is essential to establish guidelines for promoting a supportive environment to enable breastfeeding employees, church members, guest and visitors to express their milk during work hours and to comply with California Lactation Accommodation Law (Labor Code 1030-1033).

- Grace Bible Fellowship of Antioch encourages employees, church members and leadership to have a positive, accepting attitude towards breastfeeding women.
- Grace Bible Fellowship of Antioch promotes and supports breastfeeding and the expression of breast milk by employees, church members, and leadership who are breastfeeding when they return to work or attend church services.
- Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at Grace Bible Fellowship of Antioch.

Implementing the Policy

Grace Bible Fellowship of Antioch will make a reasonable effort to provide:

- A private, clean space, reasonably near the worship area work area for breastfeeding or milk expression.
- An electric breast pump that can be used by employees, church members and guest/visitors at work or during church services who provide their own collection kits.
- A pleasant and attractive Breastfeeding Mothers' Break Room for exclusive use of breastfeeding women.
- Refrigerator space for storage of express breast milk.
- Written breastfeeding policy that is communicated to all employees and church members.

- Written information about how to contact a skilled lactation care provider

Breastfeeding Employees and Church Members of Grace Bible Fellowship of Antioch are responsible for:

- Keeping supervisors/leaders informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and Grace Bible Fellowship of Antioch.
- Keeping milk expression area, the area around it, and the electric pump clean and sanitary.
- Labeling all expressed milk that is sorted in a common refrigerator with their name and date collected.
- Arranging for convenient times to meet one another's needs when more than one breastfeeding employee or church member uses the lactation area.



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