

Stewart Memorial Christian Methodist Church

Stewart Memorial Christian Methodist Church believes that it is essential to establish guidelines for promoting a supportive environment to enable breastfeeding employees, church members to express their milk during work hours and to comply with California Lactation Accommodation Law (Labor Code 1030-1033).

- Stewart Memorial Christian Methodist Church encourages employees, church members and management to have a positive, accepting attitude towards breastfeeding women.
- Stewart Memorial Christian Methodist Church promotes and supports breastfeeding and the expression of breast milk by employees and church members 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 Stewart Memorial Christian Methodist Church.

Implementing the Policy

Stewart Memorial Christian Methodist Church will make a reasonable effort to provide:

- A private, clean space, reasonably near the employee's work area for breastfeeding or milk expression.
- An electric breast pump that can be used by employees, church members 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 Stewart Memorial Christian Methodist Church are responsible for:

- ✓ Keeping supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and Stewart Memorial Christian Methodist Church.
- ✓ 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.

Date : 3/14/15

Print Name & Title: PASTOR DAVID MANLY

Signature: David Manly