

ST. ANTHONY CATHOLIC CHURCH of OAKLEY, CA

BREASTFEEDING & LACTATION ACCOMMODATION POLICY

I. PURPOSE

To establish guidelines for promoting a lactation and breastfeeding welcoming environment at Saint Anthony Church.

II. POLICY

St. Anthony Church believes that it is essential to promote a supportive environment that enables lactation and breastfeeding amongst its congregants, employees, volunteers, and other participants. This policy will support the decision of breastfeeding mothers to express their milk wherever they consider a safe, clean, and comfortable location during mass, work, or other church event hours, to comply with the California Lactation Accommodation Law - Labor Code 1030-1033.

St. Anthony Church encourages congregants, employees, and management to have a positive, accepting attitude towards breastfeeding women and their right to feed their infant at anytime. Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated on St. Anthony Church grounds.

III. RATIONALE

In compliance with the California Lactation Accommodation Law; the Centers of Disease Control (CDC), American Journal of Health Promotion, and Academy of Breastfeeding Medicine, and other verified research resources; this lactation & breastfeeding accommodation policy at St. Anthony Church will commit to providing a safe, clean, private, and comfortable location for mothers to express their milk. The reasons are as follows:

- Breast milk is the optimal food for growth and development of infants.
- Breastfed infants are less likely to become ill.
- Breastfeeding mothers are half as likely to miss a day of work for a sick child compared to mothers of formula fed infants.
- If 90% of U.S. families complied with recommendations to breastfeed exclusively for 6 months, \$13 billion/year would be saved, and over 900 deaths would be avoided in the U.S.

IV. IMPLEMENTATION

St. Anthony Church will make a reasonable effort to provide:

- A private Nursing Room for the exclusive use of lactating and breastfeeding women.
- The Nursing Room will be equipped with a clean and safe amenities- comfortable seating, clock, electrical outlet (pumping milk). In addition, St. Anthony's Church will ensure that the Nursing Room is within close proximity to the ongoing mass or near the employee's work area.

Reviewed & Approved by:

rev. Kenneth J. Salze
Parochial Administrator

03/08/15
Date