 <span style="font-size: 24pt; font-weight: bold; margin-left: 20px;">Public Health</span>	
Policy Name:	DCoDPH Breastfeeding Support Policy
Policy Number:	HD: 76
Effective Date:	July 19, 2021

**Policy:**

Durham County Department of Public Health (DCoDPH) recognizes that breast milk is the expected, optimal food for growth and development of infants. DCoDPH expects employees and management to have a positive and accepting attitude toward people who are breastfeeding and/or expressing milk. DCoDPH promotes and supports breastfeeding and the expression of breast milk by lactating employees, clients, and visitors as long as parent and baby desire to do so.

Discrimination and harassment of breastfeeding parents in any form is unacceptable and will not be tolerated at DCoDPH.

**Purpose:**

To establish guidelines for promoting a breastfeeding-friendly environment at Durham County Department of Public Health.

**Procedures:**

To facilitate the above policy, Durham County Department of Public Health shall provide the following:

Policy Awareness

Clients, visitors, and employees will be informed about breastfeeding and milk expression in a variety of ways. DCoDPH's Breastfeeding policy shall be disseminated to every incoming employee at employee orientation by orientation staff. Review of the policy and supporting materials will occur at least annually, followed by dissemination of the reviewed policy to all employees. The Health Education and Community Transformation (HECT) Division shall be responsible for annual policy review and employee awareness, working with and supported by the Nutrition Division as needed. Signage expressing support and encouragement of

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“Working with our community to prevent disease, promote health, and protect the environment.”

breastfeeding/milk expression will be displayed in each clinic waiting room/reception area in the health department. The HECT Division of the Health Department shall be responsible for maintenance of the signage.

### Lactation Resources

Up-to-date reference resources and educational materials regarding lactation and breastfeeding shall be available to all employees, clients, and visitors upon request. Materials and resources are stored in the lactation room and maintained and updated by the HECT Division, with support from the Nutrition Division and the Community Health Division as needed.

### Time to Express Milk or Breastfeed (Lactation Time)

DCoDPH employees are provided time during the workday to breastfeed or express milk for the duration of time they are breastfeeding a child. When possible, the lactation time is to run concurrently with any break time already provided. Any guidance on the frequency of breaks for pumping must reflect the basic fact that lactating parents have different needs and these needs may change over time.

### Space and Equipment for Expressing Milk or Breastfeeding

Breastfeeding is allowed in all areas of the health department. All clients and visitors of DCoDPH who breastfeed and/or express milk will be welcomed and provided space where they can comfortably feed their child or express milk. Requests for privacy for breastfeeding and/or expressing milk by clients and visitors will be accommodated through the use of the Mamava lactation pod (located in the Registration lobby).

Employees shall be provided the use of a clean, comfortable space (that is not a restroom) as a dedicated Lactation Room for expressing milk and/or breastfeeding. This space is located on the second floor of DCoDPH within the OB clinical area. This dedicated lactation room locks from the inside, is equipped with an electrical outlet, is near DCoDPH employee work areas, contains comfortable seating, and contains a sink with hot water and soap for hand washing and cleaning of equipment. Employees also have access to the Mamava lactation pod (located in the Registration lobby) as needed.

Breastfeeding employees are responsible for keeping the lactation room generally neat for the next user. Sanitizing wipes are provided, and employees are encouraged to clean the area after use. DCoDPH housekeeping service will clean the lactation room daily per the housekeeping service agreement.

When more than one breastfeeding employee desires use of the designated lactation space, employees will use a shared Outlook calendar to schedule times to express milk. Access to this

calendar will be granted by employees' division heads while they are out on parental leave. In the event that the lactation room is unavailable for an employee's use, whether or not they have reserved a time, they should use the Mamava lactation pod located in the Registration lobby, or seek assistance from Women's Health staff help find another location.

Employees needing access to the Lactation Room should contact the Senior Administrative Assistant to receive badge access.

Each employee is responsible for proper storage of their milk. Expressed milk can be stored in refrigerators in employee break rooms if labeled with the employee's name and dated, or milk can be stored in the employee's personal cooler.

A Welcoming Atmosphere

Discrimination and harassment of breastfeeding parents in any form is unacceptable and will not be tolerated at Durham County Department of Public Health.

Breastfeeding should not constitute a source of discrimination in employment or in access to employment. It is prohibited under this policy to harass a breastfeeding employee; such conduct unreasonably interferes with an employee's work performance and creates an intimidating, hostile or offensive working environment.

Any incident of harassment of a breastfeeding employee, client, or visitor will be addressed in accordance with the DCoDPH policies and procedures for discrimination and harassment.


**References:**

- Making it Work Toolkit: <https://workwellnc.com/NCMakingItWork.php>
- Federal law supporting breastfeeding: <http://www.dol.gov/whd/nursingmothers/>
- North Carolina's breastfeeding law: [http://www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/BySection/Chapter\\_14/GS\\_14-190.9.html](http://www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/BySection/Chapter_14/GS_14-190.9.html)

**CHANGE HISTORY:**

Version	Date	Comments
A	7/19/21	Original document.

Annual Review		

Approved By: 	<u>7/30/21</u> Date	Program Area(s) Affected: DCoDPH
Health Director		