



POLICY No. 2014-06

Breastfeeding In The Workplace

Originating Department CS-HR-06-2014

SMT Approval: 2013-11-21

Council in Committee: 2014-08-05

Recommendation #: 23

Council Approval: 2014-08-12

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Revision History:

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1. PURPOSE

The purpose of this policy is to provide breastfeeding mothers with the opportunity to continue breastfeeding and express milk upon their return to work.

2. POLICY

2.1. In compliance with a mandate from Ontario Ministry of Health and Long Term Care (OMHLTC) it is required that all Public Health Units in Ontario implement and support the Baby-Friendly Initiative (BFI). This policy is also consistent with the World Health Organization (WHO) and the United Nations Children's Fund (UNICEF) breastfeeding initiatives.

2.2. According to the Ontario Human Rights Commission, an employer shall provide a breastfeeding mother with sufficient time to breastfeed or express milk during normal hours of work. Where this is not operationally possible, an accommodation, including possible flexible work schedule or alternate working arrangements, may be considered. Employees who require time away from their workstation for breastfeeding or expressing milk, shall be permitted to do so; where operationally possible the employee shall not be required to forgo regular breaks or be asked to work additional time to make up for breaks taken.

2.3. A work environment should remain free from discrimination and should ensure that all employees have equal rights and opportunities regardless of pregnancy or breastfeeding status.

3. DEFINITIONS

3.1. **Baby-Friendly Initiative:** An international program established by the WHO and UNICEF to promote, support and protect breastfeeding worldwide in hospital and in the community.

4. RESPONSIBILITIES

4.1. The County recognizes that breast milk is recommended by the OMHLTC and the best food for the healthy growth and development of infants and young children. The County promotes and supports breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work.

4.2. When there is an identified need, the County shall provide a private space within the employee's regular or nearby workplace (County facility), free from distraction and complete with an electrical outlet for the purpose of nursing or expressing milk. This space may change depending on room availability. A hand-washing facility and a refrigerator will be available at the County facility but do not need to be located within the private room. Privacy signs will be available to hang on the door of the room at each location.

4.3. Employees are responsible for the storage and safety of their expressed milk, including any liability associated with the temperature and storage. The milk may be stored in the refrigerator provided and must be labeled with the employee's name. To ensure the safety of stored breast milk, it is recommended that the container used to store the milk be placed in a plastic bag to prevent contamination.

5. REFERENCES

<http://www.cps.ca/en/documents/position/baby-friendly-initiative-breastfeeding>

<http://www.beststart.org/resources/wrkplchealth/pdf/ReturntoWorkENGFinal.pdf>

REVISION HISTORY					
REPORT	CIC		COUNCIL		DETAILS
	Date	Rec#	Date	Res#	
	Date	Rec#	Date	Res#	
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