

LACTATION POLICY

[Business / Organization Name]

At [business/organization] we are committed to supporting breastfeeding, chestfeeding, and human milk feeding families in our community and in our workplace. Lactation is a natural and normal process, and feeding a child or expressing milk should never be a hassle — for a customer, member, client, or employee.

SUPPORTING LACTATING FAMILIES IN OUR COMMUNITY

[Business/organization] welcomes all chestfeeding and breastfeeding families [or members/clients — choose the words that fit those you serve] to feed their children while visiting us or taking part in our activities and events. They will never be treated poorly, never be asked to stop nursing, and never be asked to cover up or move. No discrimination against breastfeeding will be tolerated.

[Business/organization] provides all lactation and infant-feeding support under a universal access and inclusive design model. Every service is available to every person and family, and none is denied to anyone on the basis of race, color, ethnicity, national origin, immigration status, religion or creed, age, sex, pregnancy or lactation status, sexual orientation, gender identity, family structure, primary language, ability or disability, veteran or military status, or socio-economic status.

SUPPORTING LACTATING EMPLOYEES

Employees who choose to chest/breastfeed or express milk will have the time, space, and support to do so.

REASONABLE BREAK TIME

Employees shall be provided reasonable break time to feed their baby or express milk as often as needed while at work, for as long as requested following the child's birth. Employees are never required to use their own break time for feeding or expression.

A PRIVATE SPACE — NEVER A BATHROOM

A lactation space is available whenever an employee needs it. The space is:

- Conveniently located near the employee's workspace when possible — and never a bathroom.
- Shielded from view and free from intrusion by coworkers and the public, with window coverings and a sign indicating occupancy.
- Well-lit and cozy: a comfortable chair, a flat surface, an electrical outlet, and a sink or hand-sanitizing facility close by.
- Free for any employee to reserve.

ADOPTION

This policy applies to all current employees and is included in new-employee orientation. Any intentional invasion of a nursing individual's privacy is a disciplinary offense and will be reported to the appropriate manager.

Adopted: _____ Signature: _____
