



Sample Lactation Policy

The Michigan Breastfeeding Network • www.mibreastfeeding.org/workplace

Background

The World Health Organization recommends breastfeeding until at least two years of age, the American Academy of Family Physicians for at least 12 months, and the American Academy of Pediatrics recommends exclusive breastfeeding for the first 6 months of life with continuation of breastfeeding for up to 1 year or longer as mutually desired by mother and child based on the numerous health benefits for both mother and child. [Company Name] recognizes the importance of breastfeeding as the optimal method of feeding infants and children. We support a breastfeeding mother's decision to continue providing breast milk to her baby after she returns to work and will act accordingly to support breastfeeding employees in the workplace.

Purpose

[Company Name] subscribes to the following workplace breastfeeding support policy. This policy complies with lactation accommodation requirements laid out by the U.S. Patient Protection and Affordable Care Act (P.L. 111-148, known as the "Affordable Care Act") enacted in March 2010, which amended the Fair Labor Standards Act (FLSA). This policy shall be communicated to all current employees and included in new employee orientation training.

Policy

In accordance with federal law, it is the policy of [Company Name] to provide breastfeeding employees with reasonable breaks to express milk during the work day using their normal breaks and meal times. Other times may be negotiated with the employee's supervisor. [Company Name] will provide access to a private room that is not a bathroom for employees to express milk.