

## 1. Breast Feeding Friendly Workplace Policy (Sample)

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Policy: **Breast Feeding Friendly Workplace**

Policy #:

Approved by:

Effective:

Revised:

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**PREAMBLE:** Employees who wish to breastfeed upon returning to work after a parental leave will be ensured of an appropriate and supportive environment within the workplace to breast feed their infants and will be allowed time to do so.

**POLICY:**

(Company name) promotes breastfeeding and in accordance with the World Health Organization (WHO)<sub>1</sub> and the Ontario Human Rights Code<sub>2</sub>, and is committed to providing a working environment that is conducive to breastfeeding.

**SCOPE:** all employees who choose to breastfeed upon their return to work

**PROCEDURE:**

Employees wishing to breastfeed upon return to work from parental leave will inform their Director/Manager who will ensure appropriate facilities are available.

The manager will ensure that the employee has access to a private room in order to breastfeed or express milk.

Employees who choose to have their babies brought to work by the caregiver at break and/or lunch time to be breastfed will be accommodated to do so.

Refrigeration facilities will be provided in order to store expressed breast milk.

**References**

1. World Health Organization. *Evidence For the Ten Steps to Successful Breastfeeding* (pp. 6-13).
2. Ontario Human Rights Commission. *Policy on Pregnancy and Breastfeeding*, September 11, 1996

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**Additional Sample Healthy Workplace Policies:**

Carleton University

<http://www2.carleton.ca/healthy-workplace/ccms/wp-content/ccms-files/CU-Healthy-Workplace-Policy.pdf>

Northern Ireland Civil Service

[http://www.nicsohs.gov.uk/workplace\\_policy.pdf](http://www.nicsohs.gov.uk/workplace_policy.pdf)

University of Western Ontario

[http://www.usc.uwo.ca/government/documents/policies\\_procedures/HumanResources/Workplace%20Wellness%20Policy.pdf](http://www.usc.uwo.ca/government/documents/policies_procedures/HumanResources/Workplace%20Wellness%20Policy.pdf)

Government of Nova Scotia

<http://www.gov.ns.ca/treasuryboard/manuals/PDF/500/50606.pdf>

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