



Lactation Policy Promotion

Creating a positive environment to support breastfeeding students and employees is important to family health and work-home life balance. Providing space, time and resources to breastfeed can have lasting effects on both the mother and the child. This budget should include a breast feeding pump that stays on-site for nursing mothers.

How to Implement

- Talk to your wellness committee and HR department to find out if a lactation/breast feeding policy exists
 - For Penn State University and Penn State Health individuals, please refer to the policies already created on sites.psu.edu/lionpulse
- Publicize the policy for students and employees to help create awareness
- If there are no lactation rooms already on campus, talk to facilities to designate a private and comfortable space with electrical outlets for expression of milk. Having a sink in the room is ideal
 - Stock the designated lactation room with at least 1 breast pump and quick clean wipes. <http://amzn.to/2cOWwRD>
 - Create an online sign-out sheet for the pumps
- Talk to managers about providing flexible break times to pump
- PROMOTE the policy, room, pumps and support for breastfeeding mothers through emails and posters

Evaluation

To assess the impact of the intervention and promotion:

- Track usage of the lactation room by having a sign in sheet that designated usage of pump and/or room.
- Survey students and employees regarding manager or advisor support of breast feeding/pumping.



Sample lactation/breastfeeding policy from the Department of Health (if your workplace does not currently have any lactation/breastfeeding policies in place)

<http://www.fhs.gov.hk/english/breastfeeding/files/bfpolicy.pdf>

Students and employees working in all services / units should:

1. Participate in the efforts to protect, promote and support breastfeeding as the cultural norm.
2. Encourage breastfeeding as the preferred method of infant feeding.
3. Create a positive and supportive environment at the health care settings (e.g. by displaying breastfeeding posters in public areas; providing a private space for breastfeeding clients as required, etc.).
4. Be conversant and comply with the International Code of Marketing of Breastmilk Substitutes.

Supporting breastfeeding in DH's premises accessible to the public

1. All frontline staff working in DH's premises which are accessible to the public should support breastfeeding by adopting the following.
2. Allow breastfeeding mothers the freedom to choose where to breastfeed; and the presence of a breastfeeding room does not mean that she must choose to use the room.
3. Do not disturb a breastfeeding mother, ask her to cover up or move to another area.
4. If a mother wishes to have more privacy to breastfeed, offer an appropriate location as far as practicable. Toilets or restrooms are not appropriate places for feeding babies and should not be offered.
5. Supporting breastfeeding mothers if they encountered difficulties.

Breastfeeding-friendly workplace policy

1. The Department of Health supports employees to continue breastfeeding after returning to work.
2. Employees who plan or need to express breastmilk during working hours should approach their supervisors to work out an appropriate arrangement.
3. Supervisors should support by providing an enabling environment for lactating employees.

Specific measures include the following:

 - Allowing lactation breaks (about two 30-minute breaks during an eight hour shift) for expression of breastmilk for at least one year after childbirth, and to adopt a flexible approach thereafter.
 - Providing a private space with a comfortable chair and an electric outlet for operating the breast pump.
 - Providing refrigerating facilities for safe storage of expressed breastmilk.
4. All other staff members are requested to support their colleagues to breastfeed by adopting a positive and accepting attitude.