



Policy: **Lactation in the Workplace**

Number (Part): 2.20

Created: July 2007

Supersedes:

Revised: March 2014

Approved by: Larry Wolk, M.D., Executive Director
and Chief Medical Officer

Approved: March 2014

Summary

This policy promotes an environment in which breastfeeding is supported and provisions are made for mothers who choose to continue to offer breast milk to their infant after returning to work at the department or who are visiting the department on official business.

Purpose

The Colorado Department of Public Health and Environment mission statement affirms the department's dedication to protecting and preserving the health and environment of the people of Colorado. One goal to prevent or reduce chronic disease is by increasing the proportion of mothers who breastfeed their infants.

Recognizing that breastfeeding offers short- and long-term health benefits to mother and baby and is the preferred method of infant feeding to promote optimum growth, development and health of an infant, the department accommodates mothers who choose to continue breastfeeding after returning to work and avoid or limit the use of infant formula. An employee who chooses breastfeeding over infant formula often is able to be more productive in the workplace by avoiding absenteeism to care for a sick child. The department, as a leader in public health, has a vital role and a responsibility to create a supportive environment by encouraging and enabling breastfeeding as a cultural norm to increase infant health and employee productivity.

The department recognizes that breastfeeding is a normal part of daily life for mothers and infants, and that Colorado and federal laws require employers to accommodate nursing mothers with reasonable break time and a private location (other than a restroom) in close proximity to the work area for up to two years after the child's birth. The department also upholds the Colorado law that protects a mother's right to breastfeed anywhere she has the right to be.

Policy

Pregnant employees are informed of this policy and the availability of lactation rooms during their visit with Human Resources prior to maternity leave.

Flexible Schedules

The department allows sufficient break time (at least two breaks of up to 20 minutes and a lunch period during an eight-hour work day) for breastfeeding employees to breastfeed or express breast milk for their children. Supervisors shall work with employees to establish a flexible schedule to accommodate employees' needs, because frequency and duration of breastfeeding varies from mother to mother due to factors such as the baby's age, feeding schedule, and the health of the mother and/or baby.

Lactation Rooms

While breastfeeding mothers are able to pump in any private location in department buildings, the department's main campus has two designated Lactation Rooms located in buildings A and B for use by employees and mothers visiting the department on official business. The Laboratory Services Division located on Lowry Boulevard also has a room available for this purpose. Only breastfeeding mothers may use the Lactation Rooms. Individuals using the rooms are responsible for their own equipment and supplies.



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To gain access to the Lactation Rooms, employees must contact Human Resources personnel for room locations and entry code (main campus only). Visitors to the department should contact the front desk staff for access to the rooms.

The protocol for using the lactation rooms are posted in each room.

Electric Breast Pump

The department has available a multiple-user, hospital-grade, electric breast pump for use in the Building A Lactation Room. Employees must provide their own sterile collection kit and clean the pump after each use.

Violations of this policy by employees will be cause for management/supervisor intervention that may result in corrective actions in accordance with State Personnel rules.

Policy Guidance

[Colorado Workplace Accommodation for Nursing Mothers Act](#)

[Fair Labor Standards Act, Federal Section 4207, Reasonable Break Time for Nursing Mothers](#)