

River Valley Child Development Services

LACTATION POLICY PROCEDURE

Effective Date: 10/01/2014

1. Employees interested in nursing or expressing milk will contact their Program Director to develop a written plan for return to work.
2. Employees shall be provided with a private, secure space for pumping. A bathroom will not serve as a lactation area. Ideally the lactation area will be:
 - a. Near a sink with hot water and soap for hand washing and cleaning of equipment,
 - b. Near a refrigerator for storage of expressed breast milk.
3. If the situation is such that the mother can nurse her baby at work, that will need to be done during break time. The time allowed will not exceed the normal break/lunch time. It is the supervisor's discretion to determine if disruptions do occur and may terminate the direct nursing of child and provide accommodation for pumping only.
4. Pumping will be a separate time period.
5. Nursing women will provide their own containers.