



Resolution to Encourage Lactation Accommodation in School Facilities

Whereas,

- The San Diego Unified School District has an overall interest in the health of children and understands that healthy children come to school better able to learn and concentrate on their education; and
- Workplace barriers contribute to low rates of breastfeeding; and
- The Governing Board believes that lactation accommodation is in the best interest of children, employees, and the school district

Now, Therefore, Be It Resolved,

- That the San Diego Unified School District Board of Education, in the interest of children's and employee's health, encourages supervisors and managers to create supportive work environments for employees who breastfeed by providing a positive atmosphere to help them continue breastfeeding while working.

For the full resolution visit

[http://www.boarddocs.com/ca/sandi/Board.nsf/files/8JA2LL02B630/\\$file/Resolution-Lactation%20Accommodation,%207-12-11.pdf](http://www.boarddocs.com/ca/sandi/Board.nsf/files/8JA2LL02B630/$file/Resolution-Lactation%20Accommodation,%207-12-11.pdf)



UNIVERSITY of CALIFORNIA
SAN DIEGO
SCHOOL OF MEDICINE

For more information on federal and state laws regarding lactation accommodation, visit

**California Department of Labor,
Division of Labor Standards Enforcement**
http://www.dir.ca.gov/dlse/FAQ_RestPeriods.htm

**U.S. Department of Labor, Wage, and Hour
Division, Fact Sheet #73: Break Time for
Nursing Mothers under the FLSA**
<http://www.dol.gov/whd/regs/compliance/whdfs73.htm>

FUNDED BY



UC San Diego
Live Well @ Work
Lactation Supportive Environments

Lactation Accommodation

HOW TO MAKE IT WORK AT SCHOOL



an initiative of



www.healthyworks.org

Breastfeeding: The First Defense Against Obesity

How to accommodate employees who want to pump breast milk

Basic needs for employees who are breastfeeding are minimal:

- Maintain a supportive work environment through communication, especially when an employee goes on maternity leave.
- Offer a private and comfortable room where employees can pump breast milk.
- Allow flexible breaks. Women need about 15-30 minutes two to three times a day to pump.
- Information and resources are available to help women balance breastfeeding requirements and job responsibilities.

Consult with Human Resources Department on questions or concerns.

Why is breastfeeding important?

- Lowers the risks of infections and illnesses for infants.
- Helps mothers recover faster from pregnancy and birth.
- Lowers the risk of breast and ovarian cancer and osteoporosis for mothers.
- People who were breastfed have lower blood pressure and cholesterol, and lower rates of overweight, obesity and type 2 diabetes as adults.

Schools that provide a supportive environment for breastfeeding enjoy many proven benefits such as:

- Lower turnover rates
- Lower absenteeism rates
- Higher employee loyalty
- Earlier return from maternity leave
- Higher employee productivity and morale
- Healthier future students!



Examples of appropriate space options

- An existing office or storage space as small as 4'X 5'
- Classroom with covered windows
- Room adjacent to nurses station
- Conference room
- Designated Mothers' Room

What to consider if you designate a lactation room

Identify a clean, comfortable and private location (not a restroom) with a chair and table to hold breast pump. The space needs an electrical outlet for the breast pump and preferably should be capable of locking from the inside. The space should also be near a source of running water.

For more information visit

The Business Case for Breastfeeding Toolkit
<http://www.womenshealth.gov/breastfeeding/government-in-action/business-case-for-breastfeeding/>