

Breastfeeding Policy

POLICY STATEMENT

Saint Paul-Ramsey County Public Health (SPRCPH) supports breastfeeding as the preferred feeding option for optimal health and development of infants. Public Health will collaborate with community partners to identify and remove barriers for mothers who breastfeed, educate parents and community partners about the benefits of long term breastfeeding, incorporate breastfeeding messages into Public Health messaging, and provide training to public health staff about breastfeeding and how to effectively communicate and support breastfeeding in their role in Public Health.

APPLICABILITY

SPRCPH strives to become a certified Breastfeeding Friendly Health Department. The department will comply with breastfeeding laws and acts, and provide community support to increase the impact of broad population-based approaches to improve health in our community. Health will actively promote, support and protect breastfeeding at the individual, community and systems levels; provide information about benefits of breastfeeding, support optimal outcomes associated with breastfeeding, provide education and information to the community on the importance of breastfeeding and health benefits it provides; and provide opportunities to increase community knowledge about infant feeding methods to dispel incorrect assumptions. Additionally, SPRCPH will support its employees and their families in their own breastfeeding experience.

AUTHORITY

Minnesota Statutes

- 145.905 states that a mother may breastfeed in any location, public or private, where the mother and child are otherwise authorized to be, irrespective of whether the nipple of the mother's breast is uncovered during or incidental to the breastfeeding.
- 181.939 require employers to provide daily unpaid break time for a mother to express breast milk for her infant child. Employers are also required to provide a private location (other than a toilet stall) in close proximity to the work place for this activity. (A private place for breastfeeding should ideally include a lockable door, an electrical outlet to power a breast pump, reasonable access to a sink for washing of hands and rinsing of breast pump parts, a comfortable chair and reasonable access to a refrigerator for storage of breast milk.)
- 181.941 on parenting leave requires employers with 21 or more employees to offer six weeks of leave for birth or adoption of a child.

RESPONSIBILITIES AND/OR PROCEDURES

The BF Task Force will be led by a Family Health Supervisor, SHIP Health Educators and the WIC Breastfeeding Supervisor. This group will meet quarterly, or as often as needed to accomplish goals of a BF Friendly Health Department. This leadership group will be responsible for annually updating the policy and disseminating BF information with the input of the BF Task Force.

The SPRCPH Breastfeeding Task Force will include a member from each public health division including Environmental Health, Administration, Health Protection, Clinical Services, WIC, Family Health, the Health Equity officer, RC Medical director, and Human Resources. The BF Task Force's purpose will be to gather information/input from all aspects of public health employees and the community, share resources, and provide input in reviewing and updating the Breastfeeding Policy at least annually or as needed.

The task force will review and update policy annually by March each year, and educate staff on updates soon after. SPRCPH does not have a document renewal policy, we will update the BF policy yearly. Protocol will be to date and note the author on all policies and updated as needed.

PROCEDURES

- All staff will be provided information about state and federal breastfeeding laws and statutes supporting breastfeeding.
- All staff will receive orientation that includes review of breastfeeding policy, and program specific practice information for supporting breastfeeding, and information about SPRCPH breastfeeding resources.
- SPRCPH will create and sustain a Breastfeeding Task Force, with representation from each public health division, to coordinate breastfeeding resources and support, update and reinforce the written breastfeeding policy. The task force will meet at least once annually.
- All staff will provide information on community resources that support breastfeeding during service encounters or at client request.
- Management/supervisory staff will assure materials created and distributed by SPRCPH will be free of references to and images of infant formula and baby bottles. Purchased material will be assessed by supervisory staff to confirm materials meet policy requirements.
- SPRCPH will support pregnant or breastfeeding employees by providing information on the benefits of breastfeeding and employee resources for returning to work and pumping. In addition to the legally required accommodations, managers/supervisors should consider implementing lactation friendly initiatives, including longer maternity leave, offering flexible work schedules or part-time employment.

CONTACT / SUBJECT MATTER EXPERTS

Sharon Cross, *Family Health Supervisor*
Franny Clary-Leiferman, *SHIP Health Educator*
Pa Shasky, *SHIP Health Educator*
Meghan Johnson, *WIC Breastfeeding Supervisor*

LINKS AND RESOURCES

- MN Statutes 617.23, 145.905, 181.939
Patient Protection and Affordable Care Act, H.R. 3590, 111th Congress (2010).
- Ramseycounty.us/breastfeeding
- Ramsey Net
- MDH 10 Steps to becoming a Breastfeeding Friendly Health Department
www.health.state.mn.us/divs/oshii/bf/healthdeptBFF.html

APPROVAL

Name: Anne M. Barry

Title: Public Health Director


Name:

Title:

Initial Effective Date: November 2007

Revision Dates: December 2009, 2013, July 2017

Signature:

A handwritten signature in black ink, appearing to read 'Anne M. Barry', is written over a horizontal line within a rectangular box.