

# Workplace Breastfeeding Support Policy

This sample policy complies with Maine's Nursing Mothers in the Workplace Law

**Purpose:** To establish guidelines for creating and promoting a work environment at [**Name of workplace**] that supports mothers to express breastmilk or breastfeed their nursing child in compliance with the Maine's Law (26 M.R.S.A. § 604), [Nursing Mothers in the Workplace](#).

**Policy:** [**Name of workplace**] recognizes that breastmilk is the optimal food for growth and development of infants and saves money in the short and long term. We encourage employees and management to have a positive, accepting attitude toward working women who are expressing breastmilk or breastfeeding their nursing child. We support employees who are expressing breastmilk or breastfeeding their nursing child when they return to work.

**It shall be the policy of [name of workplace] to provide:**

## 1. Time to Express Milk or Breastfeed

Employees will be provided adequate break time to express breastmilk or to breastfeed their child for up to three years following the child's birth. [**Name of workplace**] will allow flexibility in the employee's schedule with time beyond the regular break time to express milk or breastfeed as unpaid break time. The time needed beyond regular break time will be negotiated between the employee and their supervisor.

## 2. A Place to Express Milk or Breastfeed (Lactation Room)

Employees will be provided with a clean room or other location, which is not a toilet stall or bathroom, where an employee may express breastmilk or breastfeed their child in privacy. Human Resources shall work with mothers and their supervisors to determine a secure and private area for this purpose. [**Name of workplace**] has identified the following facilities where lactation rooms may be designated [**determined location**].

The Lactation Room will be:

- Private
- Equipped with an electrical outlet
- In close proximity to the employee's work area when possible
- Furnished with comfortable seating
- Well lit

## 3. Atmosphere of Tolerance

Discrimination and harassment of employees that are expressing milk or breastfeeding their nursing child in any form is unacceptable and will not be tolerated.

## 4. Communication

This policy shall be communicated to every incoming and current employee and placed in the employee handbook. Information about breastfeeding support after returning to work shall be provided to employees prior to their maternity leave.

**Company Representative:** \_\_\_\_\_ **Date:** \_\_\_\_\_