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| **Administrative Use Only** | | | |
| **Title** | **Breastfeeding Support and Promotion Policy** | **Number** | **Effective Date** |
| **Department** |  |  |  |
| **Approved By** | | | |
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1. **Policy:**

In compliance with TCA 68-58-101 which states, “a mother has a right to breastfeed her child in any location, public or private, where the mother and child are otherwise authorized to be present” and TCA 50-1-305 which summarized, states an employer must provide break time and space, other than a bathroom, for an employee to express milk for her child, Click here to enter text. will support breastfeeding mothers who are employees, customers or visitors.

1. **Procedure**

A. Click here to enter text. employees, clients, patients and guests of Click here to enter text. who are in the building for business with their breastfeeding child may nurse anywhere within the building they are otherwise allowed to be.

1. A mother who is nursing in public view shall be left alone. If other clients complain, they will be told that the woman is feeding her child and will not be asked to move or cover up.

2. A mother who requests a private space to nurse her child shall be accommodated to the best of the office’s ability. She may be offered a private space or the lactation room. She must not be offered the bathroom.

B. Employees of Click here to enter text. who need to express milk during their work shift may use the Employee Lactation Room located Click here to enter text..

1. A nursing mother can take up to two breaks (15 minutes each) per day to express breast milk for her nursing child for up to one year after the child’s birth. The supervisor should work with the employee to schedule break time that reasonably accommodates both the mother’s needs and her work responsibilities. The supervisor is responsible to help the mother identify a place to express milk, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. (Note: paid breaks are preferable but Tennessee law only requires unpaid breaks.)

2. Employees may store properly-labeled, expressed milk in any refrigerator used for food storage.

3. (Optional) Due to demand, Click here to enter text. has developed an online calendar where employees can reserve the Lactation Room. To obtain access to the calendar, please contact Click here to enter text..

C. Students, interns, clients, patients and guests who need to express milk while they are in the building may be escorted to the Employee Lactation Room via Click here to enter text..

1. All non-employees are responsible for storing their expressed milk properly. If food grade refrigeration is available and convenient, non-employees may use it.

D. Click here to enter text. employees and non-employees in outlying clinics shall be accommodated in a similarly appropriate manner. See A-C above.

1. **Forms** (if applicable):

None

1. **Applicability:**

All Click here to enter text. employees

1. **References:**

None

1. **Author(s):**