

CREATING A

LACTATION SPACE

A GUIDE FOR LOCAL
LIBRARIES & BUSINESSES



Waukesha
County
BreastFeeding
Coalition



WAUKESHA
COUNTY
Public Health
Prevent. Promote. Protect.

WAUKESHA COUNTY BREASTFEEDING COALITION DESIGNATION

This guide was created by the Waukesha County Breastfeeding Coalition (WCFBC) in collaboration with Waukesha County Public Health to assist libraries and businesses in supporting employees and community members in their breastfeeding journey. Upon successful collaborations with libraries or businesses in creating a lactation space and lactation policy, WCFBC would like to recognize those facilities by providing a window decal.



LACTATION SPACE CHECKLIST



ESSENTIAL

- Written lactation policy
- Private room
- Electrical outlets
- Chair
- Small table
- Waste basket
- Nearby sink with running water
- Nearby refrigerator or storage space for cooler
- Person provides own pump
- Flexible breaks for employees

MODEST

- Written lactation policy
- Private room
- Electrical outlets
- Upholstered, comfortable chair
- Small table
- Waste basket
- Sink with running water in space
- Refrigerator in room
- Towel dispenser
- Clock
- Person provides own pump
- Flexible breaks for employees
- List of breastfeeding resources

LUXURIOUS

- Written lactation policy
- Private room
- Electrical outlets
- Upholstered, comfortable chair
- Small table
- Waste basket
- Sink with running water in space
- Refrigerator in room
- Towel dispenser
- Clock
- Nursing family art
- Employer provides pump (employee brings attachments)
- Flexible breaks for employees
- List of breastfeeding resources

IMPORTANCE OF A LACTATION SPACE

The American Academy of Pediatrics breastfeeding recommendations are as follows: "The American Academy of Pediatrics (AAP) recommends exclusive breastfeeding for about the first six months. We support continued breastfeeding after solid foods are introduced as long as you and your baby desire, for 2 years or beyond."

With this recommendation, the Waukesha County Breastfeeding Coalition and Waukesha County Public Health is partnering with the community to increase the amount of accessible lactation spaces for families. By creating lactation spaces, families can feel supported in their breastfeeding journey.

HOW THE WAUKESHA COUNTY BREASTFEEDING COALITION CAN HELP

The Waukesha County Breastfeeding Coalition wants to support libraries and other businesses in creating lactation spaces and policies for community members and employees. Coalition members will work with interested parties in any way that the party would need. This could look like:

- **Creating a lactation space**
- **Assisting with a current lactation space**
- **Creating a lactation policy to support employees and the community**
- **Providing breastfeeding resources for families**



EXAMPLES OF CURRENT LACTATION SPACES

WAUKESHA PUBLIC LIBRARY



WAUKESHA COUNTY HEALTH AND HUMAN SERVICES



EXAMPLES OF CURRENT LACTATION SPACES

TANDEM SPACES



MAMAVA PODS



LACTATION SUPPORT POLICY FOR EMPLOYEES AND/OR COMMUNITY

PURPOSE

The American Academy of Pediatrics breastfeeding recommendations are as follows. "The American Academy of Pediatrics (AAP) recommends exclusive breastfeeding for about the first six months. We support continued breastfeeding after solid foods are introduced as long as you and your baby desire, for 2 years or beyond". Because of this recommendation, the library has implemented a policy and lactation space for employees and families to use so they are able to be supported in their breastfeeding journey.

DEFINITIONS

Breastfeeding/chestfeeding: Breastfeeding, also called nursing, is the process of feeding a mother's breast milk to her infant, usually directly from the breast.

Breast Milk: Breast milk, also called human milk, is milk from the human breast.

Lactation Space: The room, booth, pod, or location where a nursing mother or parent pumps breastmilk or breastfeeds their infant. This is a general term and doesn't distinguish if this is a room or another type of enclosure.

Expressing Milk: removing milk from your breast other than when your baby is feeding. There are two ways to express milk:

- 1) Use your hands to remove your breastmilk. This is called hand expression.
- 2) Use a manual or electric machine called a pump. With these, the pump helps to remove your milk.

POLICY | EMPLOYER AND EMPLOYEES

1. Employer Responsibilities

a. Milk Expression Breaks: Employees who are expressing human milk are allowed to breastfeed or express milk during work hours using their normal breaks and meal times. Employees who are not completely relieved from duties during expression breaks will be counted as hours worked. If time is needed beyond usual break times, employees may refer to their supervisor to coordinate additional arrangements.

b. Lactation Space - A Place to Express Milk: A private space shall be available for employees to breastfeed or express milk. The space will be private and sanitary, will contain an electrical outlet, and will be located near a sink with running water. Employees may also breastfeed or express milk in other comfortable locations that are in agreement with the employee's supervisor. The lactation space is located ...

c. Milk Storage: Expressed milk can be stored in employee break room refrigerators or in personal storage coolers. If stored in employee break room refrigerators, expressed milk must be labeled with employee's initials and taken home at the end of the employee's shift.

d. Milk Expression Equipment: Employees are responsible for providing their own milk expression equipment.

e. Education: Employees who are interested in breastfeeding education or community resources can contact their health care provider or Waukesha County Public Health.

f. Support: Staff will provide an encouraging environment for employees and community members who are breastfeeding or expressing milk.

2. Employee Responsibilities

a. Communication: Employees shall keep supervisors informed of their milk expression needs so that appropriate accommodations can be made.

b. Maintenance of Lactation Space: Employees are responsible for keeping the lactation space clean for the next user using antimicrobial wipes to clean the area.

c. Lactation Space Reservation: Employees may use...to reserve the lactation space. If more than one employee needs to use the lactation space at the same time, employees should coordinate with supervisors to make arrangements.

COMMUNITY MEMBERS

1. Accommodations for Community Members

a. Lactation Space-A Place to Express Milk: Community members will have access to a private space to breastfeed or express milk. The space will be private and sanitary, will contain an electrical outlet, and will be located near a sink with running water. Community members may also breastfeed or express milk in other comfortable locations. The lactation space is located ...

b. Milk Storage: Community members are responsible for storing any expressed milk during their time at the library.

c. Milk Expression Equipment: Community members are responsible for providing their own milk expression equipment.

d. Education: Community members who are interested in breastfeeding education or community resources can contact their health care provider or Waukesha County Public Health.

e. Support: Community members will provide an encouraging environment for employees and community members who are breastfeeding or expressing milk.

2. Community Member Responsibilities

a. Maintenance of Lactation Space: Community members are responsible for keeping the lactation space clean for the next user using antimicrobial wipes to clean the area.

References

<https://www.dol.gov/agencies/whd/pump-at-work>

<https://www.healthychildren.org/English/ages-stages/baby/breastfeeding/Pages/Where-We-Stand-breastfeeding.aspx#:~:text=The%20American%20Academy%20of%20Pediatrics,for%202%20years%20or%20beyond.>

<https://www.nichd.nih.gov/health/topics/breastfeeding> <https://www.merriam-webster.com/dictionary/breast%20milk>

<https://www.healthyhonzons.com/blogs/blog/how-to-label-lactation-rooms-at-work>

<https://wicbreastfeeding.fns.usda.gov/pumping-and-hand-expression-basics>

FOLLOW US ON SOCIAL MEDIA



Waukesha County Breastfeeding Coalition

Waukesha County HHS



@WaukeshaCoHHS



@Waukesha County Health and Human Services



Waukesha County Health and Human Services

Email us today for help creating your own lactation space:

WCBFCoalition@gmail.com

www.WaukeshaCountyBreastfeedingCoalition.com

www.WaukeshaCounty.Gov/PublicHealth



Waukesha
County
BreastFeeding
Coalition



WAUKESHA
COUNTY
Public Health
Prevent. Promote. Protect.

11/2023