

4.0 Breastfeeding

Effective Date: 11/05/2020

4.01 Local Agency Breastfeeding Responsibilities and Staff Roles

PURPOSE: To establish local agency standards and staff responsibilities that promote exclusive breastfeeding into the continuum of prenatal and postpartum services and to ensure our families feel supported in their feeding decisions.

A. POLICY

1. ADMINISTRATIVE

The local agency shall:

- a. Annually review and update their Nutrition Services Plan goal(s), objective(s) and activities related to breastfeeding.
- b. Participate in the mandatory Nutrition Education and Breastfeeding Time Study as determined by the State agency. (Refer to Federal Regulations 246.11, Nutrition Education)
- c. Maintain lesson plans for any group classes, facilitated group discussion, self-directed, and/or take-home breastfeeding education developed. (See Policy 5.01D, Nutrition Education Lesson Plan.)
- d. Allow the Breastfeeding Coordinator and Peer Counselor Manager adequate time to carry out administrative duties. (See Policy 1.07F, Breastfeeding Coordinator and Policy 1.07H, Breastfeeding Peer Counselor Manager/Coordinator.)
- e. Develop and maintain effective communication and collaboration with private and public partners, including WIC vendors, health care systems, educational systems, and community organizations providing care and support for women, infants and children. This includes but is not limited to:
 - i. Attending local or regional coalition meetings with documentation of attendance.
 - ii. Participating in breastfeeding outreach activities.
 - iii. Maintaining a current breastfeeding referral list specific to their community.
 - iv. Disseminating current breastfeeding resources to local providers (See Policy 6.01, Outreach.)

2. STAFF ROLES

- a. Staff shall encourage, educate, and support clients in their breastfeeding decisions.
- b. Staff shall have a basic knowledge of breastfeeding and be trained on their unique roles and responsibilities in the support and promotion of breastfeeding. This includes but is not limited to:
 - i. Orientation on all breastfeeding policies and program goals.
 - ii. Training and documentation requirements. (See Policy 1.07, Local Agency Staffing and Training).

- iii. Training on breast pump issuance. (See Policy 4.05, Breastfeeding Equipment Issuance and Documentation and Policy 1.07L, Staff Training Plan.)

3. CLINIC ENVIRONMENT

- a. All clinics shall have an environment which promotes and supports breastfeeding by:
 - i. Providing education and promotion materials that portray breastfeeding as the optimal method of infant feeding.
 - ii. Utilizing breastfeeding education materials in compliance with Policy 5.01B, Nutrition Education Materials Evaluation Form.
 - iii. Providing materials and visual displays that reflect the culture, language and racial/ethnic diversity of the community that the clinic serves.
 - iv. Providing education and promotion materials that support WIC clients with a disability, behavioral health or social determinants of health needs.
 - v. Refraining from displaying posters, pictures, brochures, logos etc. featuring bottles or formula feeding.
 - vi. Encouraging breastfeeding anywhere in the clinic, including the waiting room.
- b. Should a client desire a separate space for feeding their infant or milk expression, the client shall be provided a clean, sanitized, comfortable space. The space shall be shielded from view, free from intrusion and not a restroom.
If pumping, clients shall be allowed to use the clinic sink to rinse out breast pump parts. The space shall be equipped with:
 - i. An electrical outlet.
 - ii. Comfortable seating.
 - iii. A flat surface on which to place a breast pump.
 - iv. Cleaning supplies such as sanitizing wipes and hand sanitizer.

4. SUPPORT OF LACTATING STAFF

- a. The local agency shall support breastfeeding employees according to Federal Law by:
 - i. Maintaining a multi-user breast pump for work-place use.
 - ii. Providing the use of a private, clean and comfortable area for expressing milk.
 - iii. Providing adequate time, based on the individual's needs, during the workday to express breast milk or breastfeed. Time needed for pumping that exceeds standard break and lunch time, may not be considered paid time.
 - iv. Modeling a supportive working environment for clients and other community employers.
 - v. Informing all new employees of the breastfeeding support available, including policy support, facilities, and resources.
 - vi. Providing sink and refrigerator for storage and cleaning according to Centers for Disease Control (CDC) sanitary guidelines.

B. GUIDANCE

1. To support employee's efforts to breastfeed, local agencies should consider developing policies that allow staff to bring their infants to work with them.

References: -

- Federal Regulations 246.11 (Nutrition Education)
- CDC: https://www.cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm
- CDC: Interim Guidance on Breastfeeding and Breast Milk Feeds in the Context of COVID-19 <https://www.cdc.gov/coronavirus/2019-ncov/hcp/care-for-breastfeeding-women.html>
- Nutrition Services Standards, USDA, August 2013: https://wicworks.fns.usda.gov/sites/default/files/media/document/WIC_Nutrition_Services_Standards.pdf
- USDA WIC Breastfeeding Policy and Guidance, July 2016. https://wicworks.fns.usda.gov/sites/default/files/media/document/WIC-Breastfeeding-Policy-and-Guidance_1.pdf
- MDHHS Lactation Support Policy: <https://dhhs.michigan.gov/OLMWeb/ex/AP/Public/APO/000.pdf#pagemode=bookmarks>
- USDA Infant Nutrition and Feeding: A Guide for Use in the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC). April 2019: https://wicworks.fns.usda.gov/sites/default/files/media/document/Infant_Nutrition_and_Feeding_Guide.pdf
- U.S. Department of Labor Wage and Hour Division Break Time for Nursing Mothers: <https://www.dol.gov/whd/nursingmothers/>

Cross-References:

- 1.07 Local Agency Staffing and Training
 - 1.07F Breastfeeding Coordinator
 - 1.07H Breastfeeding Peer Counselor Manager/Coordinator
 - 1.07L Staff Training Plan
- 4.05 Breastfeeding Equipment Issuance and Documentation
- 5.01 Nutrition Services Overview
 - 5.01B Nutrition Education Materials Evaluation Form
 - 5.01D Nutrition Education Lesson Plan
- 6.01 Outreach