

SAMPLE BREASTFEEDING-FRIENDLY CHILD CARE POLICY

The [name of child care program] is committed to providing ongoing support to breastfeeding families.

SUPPORTIVE ENVIRONMENT

1. We provide an atmosphere that welcomes breastfeeding families. We support moms who continue to breastfeed their babies/children as they return and continue to work.
2. We have a private, designated space (other than the bathroom) for moms to breastfeed their children or express milk. If a space is not available, a portable divider/partition will be made available. We welcome moms to breastfeed in the classroom, as well.
3. In accordance with North Dakota Law, we provide employees with reasonable break time to express milk; a private, designated space; access to a clean sink for washing hands and breast pump equipment; and access to a refrigerator for temporary storage of breast milk.
4. We maintain a breastfeeding supportive environment through posting and providing culturally appropriate breastfeeding support materials (pictures, posters, etc.) not including those produced or supplied by commercial entities and/or manufactures of infant formula.
5. We "check in" with families for feedback and ways to continue providing support.
6. Staff communicates a baby's schedule (i.e., feeding, napping, etc.) so the mom can adjust her schedule for pumping and/or visiting to feed her baby.

INITIAL CONTACT

1. We discuss breastfeeding support with all potential new families and share this policy and breastfeeding resources. The policy is included in our parent/guardian handbook.
2. We work with families prior to their first day to transition their babies to bottle or cup feedings.

FEEDING AND HANDLING MILK

1. Staff follows storage and handling of breast milk, as defined by Child Care Aware of North Dakota.
2. We discuss with all families how expressed milk is handled at our program.
3. Refrigerator and freezer space is available for breast milk storage.
4. Staff informs families on written procedures about the proper way to label and handle breast milk. Families should provide their own containers, labeled with the child's name and date.
5. Staff talks with parents/guardians about the quantity of milk remaining to avoid waste.
6. We develop a sustainable feeding plan with each family, including feeding babies on demand as we observe hunger cues and coordinating the last feeding of the day to meet the mom's feeding needs (either to feed or await mom's feeding).
7. Babies are fed by the same caregiver as often as possible. All caregivers hold babies when feeding.
8. No formula, water or solid foods will be provided without first checking with the family.

STAFF TRAINING

1. Staff receives training at least once a year on feeding and handling breast milk, breastfeeding policy, and supporting exclusive breastfeeding.
2. Staff is monitored for compliance with our breastfeeding policy and standards.
3. Families may request information about the content of breastfeeding training for our staff.
4. This policy is reviewed annually, updated to incorporate new evidence-based research and practices, and shared with all employees, expectant moms, families and visitors.

Child Care Program Director/Child Care Professional Signature

Date

Disclaimer: This sample policy is for informational purposes only and should not be construed as professional advice. Sample policies and procedures may need to be adapted to best suit your organization's unique circumstances. We encourage your organization to seek appropriate professional assistance, as needed.