



COUNTY OF SANTA CRUZ

LACTATION IN THE WORKPLACE

Any County employee who wishes to express (pump) breast milk for their infant child shall be permitted to do so during the workday.

Breaks

Lactating employees shall be allowed reasonable break time to express breast milk. Where possible, this break time shall run concurrently with the employee's regularly scheduled rest periods and meal breaks. Break time taken for this purpose that is in excess of that to which the employee is otherwise entitled shall be unpaid. Employees who wish to adjust their break schedule and/or take additional or longer breaks to express milk should work with their supervisor to establish a schedule that meets the needs of both the employee and the department.

Location

Supervisors shall make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area, for the employee to express milk in private. This room or location may be a designated lactation room, or an office, conference room or other room that is shielded from view and free from any intrusion from co-workers and the public.

There is a "Lactation Room" located at 701 Ocean Street, on the third floor. This room is set aside for employees who have returned to work and need a private space to express milk. The room is equipped with comfortable chairs, a changing table and a refrigerator. Please request a key at General Services, Room 330.

Questions/Concerns/Complaints

Any employee who believes that their right to express breast milk in the workplace has been violated, or that they been subjected to harassment, discrimination or retaliation as a result of exercising that right, may contact the County Equal Employment Opportunity Office at 454-2600.

For information on breastfeeding and lactation support:

<http://www.santacruzhealth.org/HSAHome/HSADivisions/PublicHealth/CommunityHealthEducation/SantaCruzCountyBreastfeedingCoalition.aspx>