



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

## Human Resources - Breastfeeding in the Workplace

<b>Approved Date:</b> 09/25/2019	<b>Effective Date:</b> 10/1/2019	<b>Review Date:</b> 09/25/2020
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**Scope:**

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider based facilities associated with Prisma Health-Upstate hospitals

**Policy Statement:**

Prisma Health encourages the choice to breastfeed as beneficial to mother and child. In the interest of promoting and supporting mothers successfully breastfeeding their babies, all team members who wish to breastfeed shall be provided a private place to express their milk during work hours. These team members shall be provided reasonable break times in order to breastfeed/express breast milk.

**Associated Policies and Procedures:**

N/A

**Associated Lippincott Procedures: (as applicable)**

N/A

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

**Definitions:**

Lactation Rooms: Prisma Health has created several places throughout the system, at each major campus, that are designated lactation rooms for mothers to express milk.)

**Responsible Positions:**

N/A

**Equipment Needed:**

N/A

**Procedural Steps:**

1. Team members will be provided a private place to express their milk during work hours (i.e Lactation Rooms).
  - 1.1 Team members may use their private office area for milk expression.
  - 1.2 Ideally, the space should provide a place to sit, an electrical outlet, and be able to be locked from the inside.
  - 1.3 Bathrooms cannot be used as space for breastfeeding and/or expressing milk.
  - 1.4 While a department does not currently have any nursing mothers, the space may be used for other purposes. The space must be immediately re-designated for expressing milk when the need arises.
2. Team members will be provided reasonable break times for expressing milk.
  - 2.1 Break times for expressing milk may be compensated in accordance with normal paid breaks. Additional time used for breastfeeding or expressing milk beyond the authorized paid break time may go uncompensated.
  - 2.2 Breaks for breastfeeding may be taken for up to 1 year after the birth of the child.
3. Team members must consult with their leader to ensure adequate coverage is provided while the team member is breastfeeding/or expressing milk.
4. Breastfeeding team members are responsible for keeping lactation rooms and milk expression areas clean for the next user. This responsibility extends to both designated lactation rooms as well as other areas where expressing milk will occur.
5. Each team member is responsible for proper storage of her milk (e.g. personal storage coolers). Storage of milk is not authorized in patient use refrigerators.

**References:**

N/A

**Appendices:**

N/A