



Washtenaw County

Policy

Title: Breastfeeding in County
Buildings and Property

Effective
Date:

I. PURPOSE

This policy shall govern breastfeeding in Washtenaw County buildings, on County property, and at all County-sponsored meetings, regardless of location.

II. APPLICATION

- A. This policy applies to all guests, customers, and employees in County buildings or on County property. It applies, also, to all County-sponsored meetings, regardless of location.

III. GENERAL POLICY

- A. Washtenaw County recognizes that breastfeeding results in health, nutritional, immunologic, developmental, social, and economic benefits for infants, mothers, families, and community.¹ Washtenaw County adopts this policy to promote breastfeeding by reducing barriers to breastfeeding in public.
- B. In all County leased and owned buildings and property, and at all County-sponsored meetings, regardless of location, a mother may breastfeed her baby in any location, public or private, where the mother and her child are otherwise authorized to be.
- C. Signs designating County leased or owned buildings and property as "Breastfeeding Friendly" shall be posted clearly in every building or other areas where breastfeeding is allowed per this policy.

IV. ACCOUNTABILITY AND ASSISTANCE

- A. All County employees share in the responsibility for upholding this policy.
- B. All County employees will be educated about this policy during new hire orientation; and through an annual reminder using electronic or other means.

¹ American Academy of Pediatrics, Breastfeeding and Use of Human Milk, Pediatrics, Vol. 115 No. 2, February 1, 2005, pp. 496 -506, (doi: 10.1542/peds.2004-2491).

V. ENFORCEMENT

- A. Managers and supervisors shall be responsible for the enforcement of this policy for employees and the public.
- B. Prohibiting a mother from breastfeeding shall be considered in violation of County policy and subject to corrective action in conformance with union contracts and County policy.

VI. DISPUTES

- A. Disputes other than disciplinary issues, arising from this policy shall be presented to the affected Department Head for resolution.
- B. If resolution is not reached at the Department Head stage, the matter shall be forwarded to the County Administrator for resolution.