

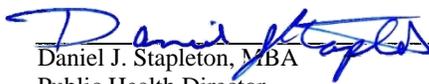
## BREASTFEEDING - FRIENDLY CHILDCARE PROVIDER ASSESSMENT

The Niagara County Department of Health is committed to promoting and protecting a mother's right to breastfeed her child for as long as she and her child needs for optimal nutrition and health protection. The U.S. Academy of Pediatrics recommends exclusive breastfeeding for at least the first 6 months of life and beyond. The World Health Organization recommends at 6 months, solid foods be introduced to complement breastfeeding for up to 2 years or more.

Child care providers are in a pivotal position to provide support for breastfeeding families. Studies show that mothers who receive support from their childcare provider are 3 times as likely to breastfeed for at least 6 months (Batan 2012). Breastfeeding is crucial for all infants, but especially for those who will be cared for in child care settings.

Breastfeeding is important for your staff as well. Studies show that mothers who return to work full time are less likely to continue breastfeeding than those who work part-time or not at all. New York State Labor Law (Section 206-c) requires employers to provide reasonable time to express milk (generally no less than twenty minutes and at least once every three hours), in an area (not a restroom) that is free from intrusion by co-workers and the public. These provisions must be accommodated for up to three years after the birth of a child.

**If your child care program currently supports breastfeeding accommodations for the mothers and children in your child care program as well as your employees, the Niagara County Department of Health would like to publicly recognize your efforts. Please refer to the enclosed "Accommodations for Breastfeeding Friendly Child Care Providers" for minimum requirements for designation. We also provide support to providers interested in becoming Breastfeeding Friendly. Please take the time to answer a few brief questions to let us know what your daycare is doing to support breastfeeding. We appreciate your input!**

  
Daniel J. Stapleton, MBA  
Public Health Director

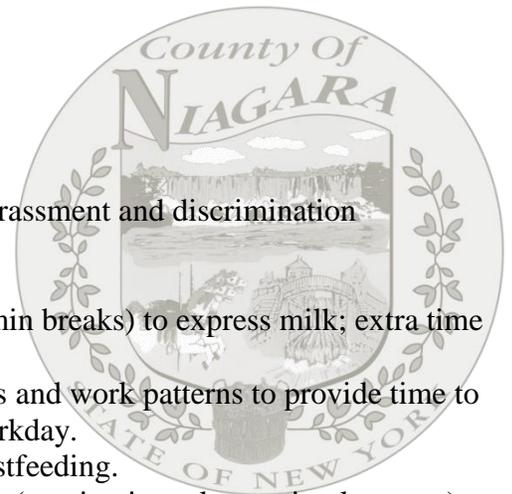
  
Elise K. Pignatoro, MS, C/LC  
Director of Public Health Planning and Emergency Preparedness  
Certified Lactation Counselor

**ASSESSMENT:** Please check all boxes that apply to your business:

### **Breastfeeding Policy**

- We have a written policy that:
  - outlines organizational support for breastfeeding
  - includes protection for pregnant and breastfeeding women from harassment and discrimination
  - is provided with new employee orientation/paperwork
  - is provided during center new family orientations.
- Employees take their usual lunch and break times (two to three 15-20min breaks) to express milk; extra time is considered unpaid leave time.
- We offer work schedule flexibility. We allow moms to schedule breaks and work patterns to provide time to breastfeed their babies or to express or pump breastmilk during the workday.
- We offer expanded paid breaks for employees expressing milk or breastfeeding.
- Extra time that may be needed is made up as part of a flexible schedule (coming in early, staying late, etc.) or is paid
- Center staff encourages mothers to visit and breastfeed during the day.
- Mothers are welcomed to nurse their babies anywhere in the center.
- Breastfeeding employees are able to have their babies with them at the center, and nurse them on demand.
- Support from company managers, supervisors and co-workers (ensuring protection from discrimination)

*(Questions continue on page 2) →*



← (Questions continued from page 1)

### **Promotion**

- We provide breastfeeding information to employees and families, to include lactation support contacts (e.g. NCDOH Breastfeeding Brochure).
- Mothers are encouraged to provide a small backup supply of frozen breast milk in case the infant needs to eat more often or the pickup time is delayed
- An infant feeding plan is developed with each family as infants enroll at the center, the plan is updated as the infant moves through the stages of development
- Breastfed babies do not receive food/drink, other than their mother's breast milk, unless indicated in the feeding plan
- Infants are fed based on their hunger and fullness cues
- Staff encourages mothers to visit and breastfeed during the day (See: CACFP Meal Pattern Revisions, April 2016)
- Mothers are welcomed to nurse their babies anywhere in the center
- We provide learning and play opportunities that normalize breastfeeding for children (i.e. books with images of nursing animals and/or babies)
- Culturally appropriate breastfeeding materials are included, in the languages of the families served by our center
- Breastfeeding policy and practice materials are included in the centers information package
- Educate families and staff that a mother may breastfeed her child wherever they have a legal right to be
- Staff is familiar with community resources and keeps an up-to-date list of contact information (support groups, WIC Breastfeeding Coordinators, lactation consultants) to refer moms as appropriate.

### **Training**

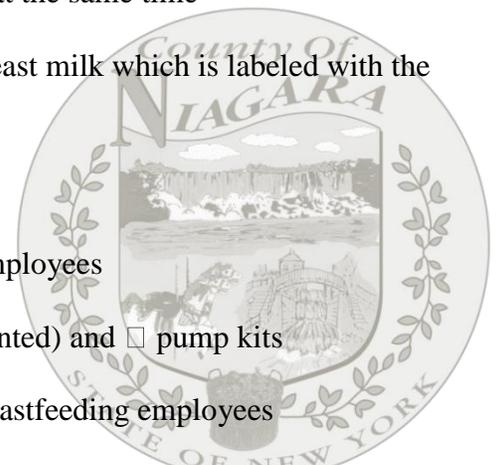
- Our established company training program for managers, supervisors and employees include information about our workplace lactation policy.
- Staff are trained to recognize and respond to infants' hunger and fullness cues
- Staff are trained on the benefits of breastfeeding and the preparation, feeding and storage of human milk
- We offer continuing education at the center or elsewhere to train on updates and learning about protection, promotion, and support of breastfeeding

### **Breastfeeding Facilities**

- Designated breastfeeding room (or rooms) **or**  accessible, clean space (other than a restroom) for visiting mothers and lactating employees to breastfeed or express milk that: locks from the inside, has an electrical outlet, table, chair and access to nearby running water (See: New York State Labor Law, Section 206-c)
- The space has room dividers to allow multiple mothers to use the space at the same time
- Employee stores milk in personal cooler
- Refrigerator space and  freezer space is made available for pumped breast milk which is labeled with the infant's full name and the date it was pumped

### **Breastfeeding Resources**

- We routinely promote the benefits of breastfeeding to all employees
- We sponsor the services of a lactation consultant for all breastfeeding employees
- Employees provide their own breast pump
- We provide a hospital-grade electric breast pump (company owned or rented) and  pump kits
- We subsidize the cost of attachment kits for a hospital-grade pump
- We purchase personal electric breast pumps and / or  pump kits for breastfeeding employees
- Childcare is available (free-low cost) to employees



(Questions continue on page 3) →

← (Questions continued from page 2)

**Breastfeeding Insurance Benefits**

Our health insurance plan provides coverage for  breastfeeding equipment (e.g., pumps, pump kits) and / or  breastfeeding services (e.g., lactation consultant services)

**Other ways your business accommodates breastfeeding:**

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**Technical Assistance**

Our management team would like a consultation on how to enhance breastfeeding support.

What can we do to help you further accommodate breastfeeding in your childcare?

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**WORKSITE INFORMATION**

How many employees does your business employ? \_\_\_\_\_

Approximately what percent of your employees are women between the ages of 15 and 44? \_\_\_\_\_

Number of infants (under 12 months of age) currently in care: \_\_\_\_\_

Child and Adult Care Food Program (CACFP) Agreement # *if applicable*: \_\_\_\_\_

***Please complete the following to be considered for Breastfeeding Friendly Childcare Provider designation and/or to receive technical assistance:***

**Sponsor Name** *if applicable* \_\_\_\_\_

**Childcare Provider Name** \_\_\_\_\_

**Day Care Home Name** *(if different/applicable)* \_\_\_\_\_

**Childcare Provider Address** \_\_\_\_\_

**Contact Name** \_\_\_\_\_

**Contact Title** \_\_\_\_\_

**Phone number** \_\_\_\_\_ **Email** \_\_\_\_\_

*I approve this form to be shared with the New York State Department of Health CACFP for consideration of being listed on the CACFP website as Breastfeeding Friendly.*

**Please mail or fax this form to the attention of:**

**Elise K. Pignatora, Director of Public Health Planning and Emergency Preparedness**

**Fax: 716-439-7440**

**Address: Niagara County Department of Health**  
5467 Upper Mountain Road, Suite 100  
Lockport, NY 14094