



Lactation in the Workplace Policy

**Department of Human Resources
City and County of San Francisco**



Gender Inclusivity

Gender Inclusion
Policy

Implicit Bias
Training

Sexual
Harassment
Policy

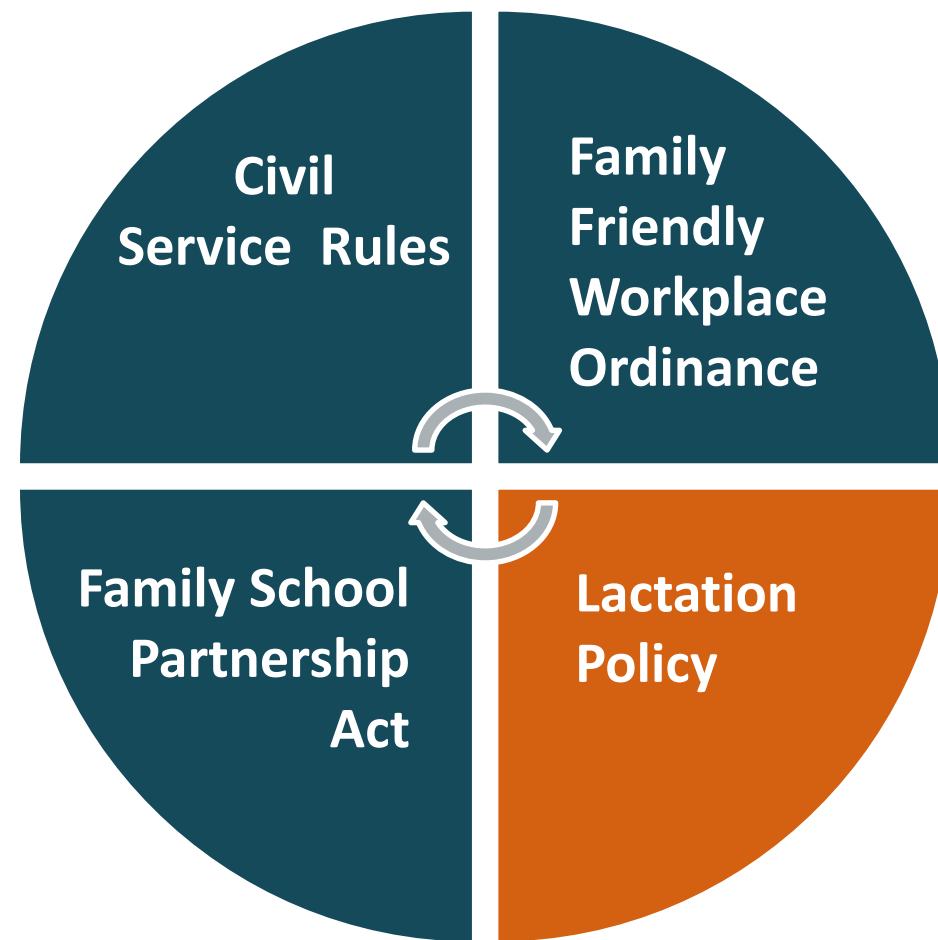
Harassment
Prevention
Training

Equitable, Fair,
and Respectful
Workplace Policy

Women's
Equal Pay Day
Pledge



Supporting Families





Lactation in the Workplace Policy

Workplace lactation is a legally protected right supported by the City

DHR

- Issued Lactation in the Workplace Policy in 2017 pursuant to Ordinance No. 131-17
- Policy promotes well documented health advantages of breastfeeding
- Aggregates and shares information about available lactation rooms and consults with departments on policy implementation.

Departments

- Must provide a space for lactation that meets all regulatory requirements.
- Encouraged, to provide additional amenities, such as a comfortable chair, a refrigerator, and a sink.
- Departments must create a scheduling system to ensure all employees have access.
- Provide reasonable lactation breaks.



Lactation Rooms Across City Departments

- The City has 96 Lactation Rooms across City departments that are accessible to all employees
- Departments are encouraged to provide a private room with the following amenities if possible:
 - Locking door
 - Partitions to accommodate multiple employees
 - Electrical outlet
 - Refrigerator to store breast milk
 - Comfortable chair
 - Sink
 - Sufficient lighting
 - Flat surface
 - Hospital grade electric breast pump



Questions?