



# Lactation in the Workplace Policy

Department of Human Resources  
City and County of San Francisco



# Gender Inclusivity

**Gender Inclusion  
Policy**

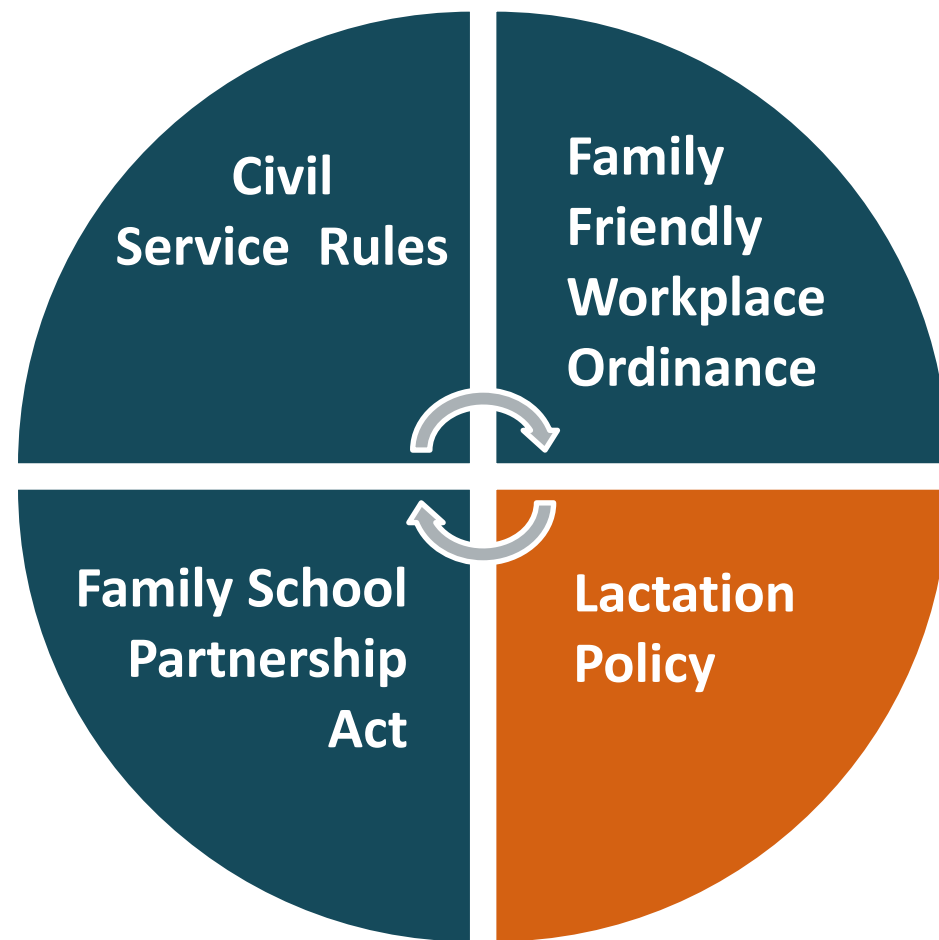
**Implicit Bias  
Training**

**Sexual  
Harassment  
Policy**

**Harassment  
Prevention  
Training**

**Equitable, Fair,  
and Respectful  
Workplace Policy**

**Women's  
Equal Pay Day  
Pledge**





# 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?