

Guiding Principles for Breastfeeding and Baby Changing Best Practices

From: ALVSCE Diversity and Inclusion Council

To: ALVSCE Appointed Administrators

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These guiding principles are developed for our workplace and learning environments to be breastfeeding and baby changing friendly. Current UA breastfeeding and baby changing resources are at: https://lifework.arizona.edu/cc/family_resource_map. Icons indicate family restrooms, lactation space, and baby changing stations in restrooms.

Background

Our foundational strategic intent, and what we know of and from our employees, students and visitors, suggests we would all be best served to have a Breastfeeding and Baby Changing Friendly Workplace and Learning Environment. The benefits of breastfeeding infants during the first six months of their life have been well documented by reputable organizations such as the Centers for Disease Control (CDC), The American Academy of Pediatrics (AAP) and the World Health Organization (WHO). Benefits of breastfeeding extend further than positive outcomes for the infant and mother. Communities with higher initiation and duration rates of breastfeeding have a stronger workforce, with less sick time taken and increased employee retention. Organizations that are breastfeeding friendly protect the rights of breastfeeding mothers, the knowledge on how to be supportive of breastfeeding mothers, an appropriate physical space for breastfeeding or expressing milk, and are consistently practicing nonjudgmental, unbiased support when mothers need to nurse their infants or express breastmilk.

The University of Arizona provides answers to lactation FAQ's on their website <https://lifework.arizona.edu/lactation-information/lactation-faqs>. Several physical accommodations and lactation resources are available. However, employees, students, and visitors may be unaware of the resources, requirements, and their rights. Moreover, many buildings we occupy do not have a lactation space or one may not be relatively close. Also, our bathrooms may not be fitted for baby changing.

Guiding principles

1. Proactively ensure relevant employees, students and visitors know how to access UA's existing breastfeeding friendly accommodations and how to find them.
2. Aspire to ensure our employees, students, and visitors have access to a designated lactation space within a 3-minute walk from their primary work or learning space.
3. Aspire to ensure our employees, students, and visitors have access to a baby changing facilities within a 3-minute walk from their primary work or learning space.
4. Optimal Breastfeeding and Baby Changing space should be private, lockable, have a comfortable chair, outlet, and a nearby sink. For Breastfeeding this should **never** be a restroom. Lactation space considerations can be found here: <https://lifework.arizona.edu/lactation-information/establishing-lactation-areas>

5. Baby changing stations should be accessible by all genders.
6. Identify resources to augment existing UA Breastfeeding resources for example by identifying suitable rooms that can be converted full time or quickly for a needed period, or providing mobile privacy equipment found in many public buildings.
7. Identify resources to augment existing UA Baby Changing resources for example by providing equipment to be added to bathrooms.
8. Schedule a UA Cooperative Extension *Workgroup Breastfeeding Friendly Arizona* one-hour Breastfeeding workshop in-person or via Zoom. Cost of in-person training is based on the number of sessions and location of the unit. In-person training will include technical assistance on creating a lactation space, signage and a Q&A session. Please contact Rhegan Derfus, IBCLC at rheganz@email.arizona.edu and Christy Stuth, Area Associate Agent- Family Consumer and Health Sciences at cread@email.arizona.edu.