





## HEALTH DEPARTMENT WORKPLACE LACTATION RESOLUTION

**WHEREAS**, the American Academy of Pediatrics and the Centers for Disease Control strongly recommend that babies be breastfed until at least one year of age due to scientific studies that indicate important improved health outcomes for both mothers and babies, including long-term protection against disease, reduced risk of childhood obesity, and reduced risk of certain cancers in mothers; and

**WHEREAS**, Orange County community members identified childhood and family obesity among their top 10 health priorities in both the 2011 and 2007 Orange County Community Health Assessments; and

**WHEREAS**, the Orange County Board of Health identified Childhood and Family Obesity as a priority in the 2012-2014 Strategic Plan; and

**WHEREAS**, the federal government has supported lactation by adopting laws requiring employers to provide reasonable break times and accommodation for lactating employees; and

**WHEREAS**, workplace barriers such as lack of access to lactation space, perceptions of lack of support from employers and colleagues, and lack of flexibility in the work schedule contribute to low rates of breastfeeding; and

**WHEREAS**, studies have shown that in addition to the health benefits, lactation is associated with many employer benefits, including greater productivity, morale, lower health care costs, lower turnover rates, and an overall positive return on investment; and

**WHEREAS**, the Orange County Health Department supports the creation of workplace policies to encourage lactation such as the creation of safe, clean lactation spaces and allowing for flexible work schedules; and

**THEREFORE BE IT RESOLVED** on this 25<sup>th</sup> day of June, 2014, we the Orange County Board of Health recognize August as National Breastfeeding Month.

**THEREFORE BE IT RESOLVED** that we direct the Orange County Health Department to provide comfortable and private space for lactation at the Orange County Health Department.

**FURTHER BE IT RESOLVED** that we encourage Orange County Human Resources to enact a comprehensive workplace lactation policy for all County employees to promote the wellbeing of employees and their children.

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Corey Davis, Chair  
Orange County Board of Health

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Colleen Bridger, MPH, PhD  
Orange County Health Director