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19-151
07/12/19**Lactation Accommodation Policy**
(Re-issue DB 17-161)

Employees have the right to request lactation accommodations in recognition of the well-documented health advantages of breastfeeding for infants and mothers and in compliance with both the California Lactation Accommodation Law and the Federal Patient Protection and Affordable Care Act. The San Francisco Police Department (SFPD) provides a supportive environment to enable breastfeeding employees to express breast milk while at work.

- Employees may take a reasonable amount of time to express breast milk at break times and lunchtime. Flexibility regarding timing of these scheduled breaks or additional time required will be discussed with the ADA Coordinator.
- The SFPD will designate a private space with an electrical outlet within the employee's office building to express breast milk. The lactation space shall be shielded from view, free from intrusion from co-workers or the public and may vary according to available empty rooms. Specific lactation locations will be discussed with the ADA Coordinator.
- The SFPD will provide appropriate signage for privacy of designated areas for breastfeeding and expressing milk.
- Hand washing facilities and a refrigerator are available at all sites.
- Employees will be responsible for the safety and storage of the expressed milk. Expressed milk may be stored in the refrigerator provided and must be labeled with the employee's name. To ensure the safety of stored breast milk, it is recommended that the container used to store the milk be sealed in a plastic bag to prevent contamination.

Requests for lactation accommodations should be directed to ADA Coordinator Penny Si at (415) 837-7[REDACTED] and will be responded to within 5 business days. Should the Department deny a lactation accommodation, the Department will provide a written response identifying the basis for its denial. Retaliation against an employee for exercising their right to request a lactation accommodation is prohibited.


WILLIAM SCOTT
Chief of Police

Any questions or clarification regarding this policy should be made to sfpd.writtendirectives@sfgov.org who will provide additional guidance about the directive.

Additional Resources:

San Francisco Department of Public Health: www.sfdph.org

San Francisco Breastfeeding Promotion Coalition: www.sfbreastfeeding.org

U.S. Department of Health and Human Services, Office on Women's Health: www.womenshealth.gov