

# GREY BRUCE HEALTH UNIT

## ADMINISTRATION POLICY

### SECTION VIII – CROSS PROGRAM

<b>Title/Subject:</b>	Baby Friendly Organization/Admin	<b>Policy Number:</b>	VIII-216
<b>Original Date:</b>	December 6, 2006	<b>Designated Code:</b>	ADMIN- CP
<b>Revision Date:</b>	January 12, 2016	<b>Page:</b>	Page 1 of 3
<b>Reference(s):</b>	<a href="#"><u>Breastfeeding Committee of Canada National Authority for the Baby Friendly Initiative, <i>Breastfeeding Friendly Initiative Integrated 10 Steps Practice Outcome Indicators for Hospitals and Community Health Services</i> (2011)</u></a> <a href="#"><u>Registered Nurses' Association of Ontario, <i>Breastfeeding Best Practice Guidelines</i> (2003)</u></a> <a href="#"><u>Ontario Ministry of Health and Long-Term Care, <i>Ontario Public Health Standards</i> (2009)</u></a> <a href="#"><u>Ontario Human Rights Code, The Ontario Human Rights Commission's <i>Policy on Discrimination Because of Pregnancy and Breastfeeding</i> (2009)</u></a> <a href="#"><u>World Health Organization <i>International Code of Marketing of Breast-Milk Substitutes</i> (1981)</u></a> <a href="#"><u>Innocenti Declaration on the Protection, Promotion and Support of Breastfeeding</u> (1990)</a>	<b>Approved By:</b>	Management
		<b>Signature:</b>	

**Purpose:**

To provide a welcoming atmosphere and supportive space for breastfeeding families and ensure awareness of the Baby Friendly Initiative (BFI).

**Staff Classification:**

Direct care staff are those staff who provide in-person assessment, health teaching and/or support related to infant feeding. This classification includes Healthy Babies Healthy Children (HBHC) Program staff, the Public Health Dietitians and the Child Health Program Public Health Nurses (PHNs).

Non-direct care staff are those staff who may interact with families, but not specifically related to infant feeding, or who have little to no contact with families. All staff other than those listed above are classified as non-direct care providers.

**Policy:**

The Grey Bruce Health Unit (GBHU) supports the goals and purpose of the Baby Friendly Initiative (BFI) in Community Health Services and aspires to obtain the Baby Friendly designation. The BFI protects, promotes and supports breastfeeding. All GBHU board members, staff, volunteers and students will be oriented to the BFI goals.

**Procedure:**

All GBHU board members, staff, volunteers and students will:

- 1.0 Be familiar with the facilities available within the building for families wishing to breastfeed and be able to assist breastfeeding families in finding the best place for them to breastfeed comfortably.
  - 1.1 Mothers are welcome to breastfeed in all public areas of the Health Unit and at all Health Unit functions on and off-site.
  - 1.2 The Family Friendly room located beside the front reception desk is available for anyone who wishes to breastfeed or express breastmilk in private.
  - 1.3 Staff will endeavor to provide an appropriate space for breastfeeding or expressing breastmilk if off-site, or if the Family Friendly room is unavailable and privacy is requested.
- 2.0 Comply with the [World Health Organization International Code of Marketing of Breast-Milk Substitutes](#) and adhere to the principals therein and review and consider subsequent relevant World Health Assembly Resolutions.
- 3.0 Support working health unit staff who plan to breastfeed or who are currently breastfeeding.
  - 3.1 Prior to staff going on maternity leave and upon return Human Resources and managers will discuss options to support continued breastfeeding upon return to work.
- 4.0 Be able to direct breastfeeding mothers who are experiencing difficulty to appropriate support available to the mother in the community.

5.0 Review the policy annually as per the annual policy review process (ADM-I-100 Organizational Policy Standards).

5.1 All new staff, students and volunteers will complete the [Baby Friendly Initiative \(BFI\) Staff Orientation Checklist](#) within 6 months of hire and provide form to Human Resources when completed.

6.0 Signage will be posted identifying our BFI policy and encouraging mothers to breastfeed in our building. A summary of our BFI policy will be posted for the public to see in all areas where health unit programs are held, including at off-site locations, while programs are running. Staff can sign out portable policy summaries at Central Resources. Portable policy summaries without pictures are available.

7.0 Non-compliance with this policy will be dealt with by the program manager who will ensure re-orientation to the policy.

8.0 This policy will be posted on our public website and copies and language translation of the policy will be made available on request.