



GENERAL ORDER

GENERAL ORDER 110.16

Lactation Accommodation

Administrative Services Bureau

Issue Date: 08/29/2013

Revision Date: 11/12/2013

1 APPLICABILITY

2 All personnel

3 POLICY

4 According to the Department of Health and Human Services, 70 percent of working mothers with children
5 less than three years of age work full-time. Approximately one-third of these mothers return to work
6 within three months of delivery and approximately two-thirds within six months of delivery. Allowing
7 employees to express milk at work is beneficial not only to the employee and child, but the employer and
8 the community. There are multiple benefits of breastfeeding as it is associated with numerous health
9 benefits for infants and mothers. Benefits for infants include reduced risk of severe lower respiratory
10 tract infection, diarrhea, childhood obesity, type 2 diabetes, Sudden Infant death Syndrome, and death
11 from other causes. Benefits for women include reduced risk of breast and ovarian cancers and possibly
12 reduced risk of postpartum depression.

13 Howard County Department of Fire and Rescue Services (the Department) recognizes that working
14 mothers are a vital part of its workforce. It shall be the policy of the Department to support mothers who
15 choose to breastfeed their infants by enabling them to express and collect their milk during work hours.
16 In accordance with applicable laws, including section 4207 of the Patient Protection and Affordable Care
17 Act, the Fair Labor Standards Act, as amended, and Maryland Health General Code Annotated section 20-
18 801, employers are required to provide reasonable break time and a private place for nursing mothers to
19 express breast milk during the workday, for one year after the child's birth.

20 PROCEDURE

- 21 • It is the policy of the Department to accommodate nursing individual's lactation needs by
22 providing:
 - 23 ○ Adequate time to express milk or breastfeed (Lactation Time)
 - 24 ■ Due to the nature of emergency services, a standardized time frame cannot be
25 established. Reasonable breaks shall be allotted during the 24 hour shift.
 - 26 ○ An appropriate private location.
 - 27 ■ The Department shall identify private space within each fire station or other DFRS
28 worksite for the purpose of allowing mothers to pump breast milk.
- 29 • Space will be provided for secure storage of breast milk in station refrigerators.

- 30 • The Center for Disease Control does not list human breast milk as a body fluid for which most
31 healthcare personnel should use special handling precautions except those who work in a human
32 milk bank. Occupational exposure to human breast milk has not been shown to lead to
33 transmission of HIV or HBV infection.
- 34 • An individual who has need for lactation accommodation should inform her supervisor and
35 discuss any relevant accommodation issues.
- 36 • Supervisors who receive a lactation accommodation request shall:
37 o Review the policy which identifies lactation rooms,
38 o Provide appropriate break time, and;
39 o Ensure adequate milk storage space.
40 o Understand mothers expressing milk may need several minutes to secure expressed milk
41 and prepare themselves for a response, should an incident be dispatched that they are to
42 respond to.
- 43 • Nursing individuals who express milk:
44 o Are expected to respond to all dispatched incidents.
45 ▪ If interrupted while expressing milk, they shall ready themselves and secure the
46 expressed milk as quickly as possible. Responding in a station utility may be
47 appropriate.
48 o Are expected to function at the scene of an incident.
49 ▪ While on a prolonged incident, the nursing individuals may request to leave the
50 scene and return to the station they are assigned to for the shift, express and
51 secure the milk. Should the request be honored, the member must return to the
52 scene as soon as possible. Incident tempo (escalating/deescalating,
53 offensive/defensive) and the member's obligations (officer, ALS provider, etc.) on
54 the scene shall determine if the request may be honored.
- 55 • Should a company officer be the individual nursing, they are still expected to meet their
56 departmental obligations as outlined in lines 52 through 63.

57 **Identified Lactation Rooms at Each Station**

Station	Location	Station	Location
1	TV Room	7	Engine Company's office
2	Firefighter office	8	TV Room
3	Bunkroom number Four	9	Captain's Office
4	Woman's Locker Room	10	Special Operations Office
5	Game Room	11	Department Operations Center
6	Individual Bunkroom	13	Firefighter Office

58 Other county facilities that female members may work from or visit:

Work Site	Lactation Room Location
George Howard Campus	George Howard – Wellness Room (Ground floor) Ligon Building – Decompression Room
Headquarters	EMS Captain's office or Conference Room One
Public Safety Training Center	Breeze Program Coordinator's office
The Supply Unit	Supply Unit Captain's office

59 The Ridge Road Fire Shop shall not be considered a location for nursing mothers to express and store
60 milk.

61 REFERENCES

62 <http://www.cdc.gov/prams/Breastfeeding.htm>

63 <http://www.marylandbreastfeedingcoalition.org/legislation.php>

64 [http://www.usbreastfeeding.org/Workplace/WorkplaceSupport/WorkplaceSupportinHealthCareReform/
65 tabid/175/Default.aspx](http://www.usbreastfeeding.org/Workplace/WorkplaceSupport/WorkplaceSupportinHealthCareReform/tabid/175/Default.aspx)

66 <http://www.cdc.gov/breastfeeding/policy/>

67 SUMMARY OF DOCUMENT CHANGES

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69 FORMS/ATTACHMENTS

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71 APPROVED

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