


Corporate Human Resources Policy		Content Updated: 2011-12-06
Health, Safety, and Wellness		Supersedes Policy: Not applicable
Policy No: HR-52-11		
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Breastfeeding on City Premises Policy

POLICY STATEMENT	This Policy establishes expectations for City employees in responding to mothers breastfeeding in City-owned facilities. (Employees, includes but is not limited to permanent, temporary, and contract employees, and to consultants, volunteers, trainees and students.) Mothers are permitted to breastfeed in public anytime, anywhere that they choose, provided they are personally allowed to access that space (i.e. not when they are trespassing on private property).
PURPOSE	The City of Hamilton (“the City”) is committed to supporting and encouraging mothers to breastfeed in any City-owned facility. This aligns with the City’s focus areas of healthy community and social development.
DEFINITIONS	
Breastfeeding	Refers to pumping or expressing milk, as well as feeding a child directly from the breast.
Mothers	Mothers refer to all members of the public who are breastfeeding, pumping or expressing milk on City premises.
PRINCIPLES	The <i>Ontario Human Rights Commission</i> specifies in its “ <i>Policy on Discrimination Because of Pregnancy or Breastfeeding</i> ” that women should not be disadvantaged in services, accommodation, or employment because they are breastfeeding their children. All services within the City should be provided free from discrimination, including all buildings, parks, and recreation facilities.
TERMS & CONDITIONS	<ol style="list-style-type: none"> 1. In the event that a mother makes a request to have a private space to breastfeed or pump, every reasonable effort will be made to accommodate her request. 2. This does not permit employees to suggest or request that a mother move to a more private location, unless at her request.
RESPONSIBILITIES	Because mothers are permitted to breastfeed in public spaces, no City employee should at any time: <ol style="list-style-type: none"> a) Prevent a breastfeeding mother from breastfeeding or expressing milk for her child simply because they are in a public area. b) Disturb a breastfeeding mother (because she is breastfeeding), request that a woman “cover up” or ask that she move to another area that is more “discreet.”

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	<p>c) Make insulting comments, gestures or other inappropriate actions in response to breastfeeding families.</p> <p>Inquiries may be directed to the Breastfeeding Resource Team, Public Health Services during office hours by calling Health Connections 905-546-3550.</p> <p>Public complaints regarding mothers breastfeeding on City premises should be directed to Access and Equity for the City of Hamilton by calling 905-546-2424 ext 6419 and/or to the Ontario Human Rights Commission at www.ohrc.on.ca or by calling 1-866-625-5179.</p>	
COMPLIANCE	Non-compliance with this Policy may result in the appropriate disciplinary measures, up to and including dismissal from employment.	
RELATED DOCUMENTS	The following related document is referenced in this Policy: <ol style="list-style-type: none"> 1. <i>Ontario Human Rights Commission Policy on Discrimination Because of Pregnancy or Breastfeeding</i> 	
HISTORY	The following stakeholders were consulted in the creation of this Policy: <ul style="list-style-type: none"> • Public Health Services • Policy Review Group • Human Resources <p>This Policy was developed by Public Health Services and was endorsed by Senior Management Team on 2011-09-29 and approved on 2012-11-08.</p>	