



Breastfeeding-Friendly Childcare Policy

Supportive Environment

We foster an environment that is welcoming and supportive for breastfeeding families. Our organization recognizes the significance of breastfeeding, especially for mothers transitioning back to work. To accommodate this, we provide a private, designated space for breastfeeding or milk expression, ensuring it is separate from restrooms. In instances where a private space is unavailable, a portable divider will be provided. We also encourage mothers to breastfeed in the classroom.

In alignment with Colorado Law, we offer employees reasonable break time to express milk. Should additional time beyond regular breaks be required, employees are encouraged to collaborate with their supervisors to negotiate suitable arrangements. We are committed to maintaining a breastfeeding-friendly atmosphere by providing and displaying culturally relevant breastfeeding support materials, excluding those from commercial entities or infant formula manufacturers.

We actively seek feedback from families to enhance our support initiatives. Our staff is dedicated to communicating each baby's schedule—such as feeding and napping times—to assist mothers in coordinating their pumping and visitation plans effectively.

Initial Contact

We engage in discussions about breastfeeding support with all prospective families and provide them with our policy along with relevant breastfeeding resources. This policy is outlined in our family handbook. Prior to their child's first day, we collaborate with families to facilitate the transition to bottle or cup feeding.

Handling Milk

Staff adheres to the storage and handling procedures for breast milk in accordance with the regulations set forth by the Colorado Department of Human Services and the Colorado Rules and Regulations Governing the Health and Sanitation of Child Care Facilities. We engage in discussions with all families regarding the management of expressed milk within our program. There is designated refrigerator and freezer space allocated for breast milk storage. Our staff provides families with written guidelines on the appropriate methods for labeling and handling breast milk. Families are encouraged to supply their own containers, clearly labeled with the child's name and the date.

To minimize waste, staff communicates with parents or guardians about the remaining quantity of milk. We collaborate with each family to establish a sustainable feeding plan that includes feeding infants on demand, as we monitor hunger cues, and we coordinate the final feeding of the day to align with the mother's needs, whether that involves direct feeding or timing to accommodate maternal feeding. Whenever possible, babies are fed by the same caregiver to promote consistency. All caregivers are trained to hold babies during feeding. Please note that formula or solid foods will only be offered after consultation with the family.

Staff Training

Staff members undergo training at least once annually on the proper methods for feeding and handling breast milk, as well as our breastfeeding policy and strategies for promoting exclusive breastfeeding. Compliance with these policies and standards is actively monitored. Families are welcome to request details regarding the content of the breastfeeding training provided to our staff.