



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

GME-Breastfeeding in the Workplace

Approved Date: 7/1/2022	Effective Date: 7/1/2022	Review Date: 7/1/2025
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Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider-based Facilities Associated with Prisma Health-Midlands Hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider-based Facilities Associated with Prisma Health-Upstate Hospitals

Policy Statement: Prisma Health encourages the choice to breastfeed as beneficial to mother and child. In the interest of promoting and supporting mothers successfully breastfeeding their babies, all team members who wish to breastfeed shall be provided a private place to express their milk during work hours. These team members shall be provided reasonable break times in order to breastfeed/express breast milk.

Associated Policies and Procedures:

Prisma Health Human Resources: Breastfeeding in the Workplace

Definition(s):

1. Lactation Rooms: Prisma Health has created several places throughout the system, at each major campus, that are designated lactation rooms for mothers to express milk.

Responsible Positions:

Residents and Fellows
 DIO and GME Office
 Program Directors and Program Administrators
 Human Resources

Equipment Needed:

- Portable refrigeration to store breastmilk during on duty hours.

Procedural Steps:

1. Team members will be provided a private place to express their milk during work hours (i.e, Lactation Rooms).
2. Team members will be provided reasonable break times for expressing milk.
3. Team members must consult with their leader to ensure adequate coverage is provided while the team member is breastfeeding/or expressing milk.
4. Breastfeeding team members are responsible for keeping lactation rooms and milk expression areas clean for the next user. This responsibility extends to both designated lactation rooms as well as other areas where expressing milk will occur.
5. Each team member is responsible for proper storage of her milk (e.g., personal storage coolers). Storage of milk is not authorized in patient use refrigerators.
6. The GME office has electric coolers available to lactating residents and fellows for storage of expressed breastmilk during clinical experiences. Each program’s administrator assists with acquiring the cooler as needed.

References:

ACGME Institutional Requirements:

III.B.7.d)- The Sponsoring Institution must ensure a healthy and safe clinical and educational environment that provides for: ^(Core)

(4) clean and private facilities for lactation with proximity appropriate for safe patient care, and clean and safe refrigeration resources for the storage of breast milk; ^(Core)

ACGME Common Program Requirement:

Appendices:

None