

XXXXXXINST 6000.1
N1
XX Month year

XXXXXXXXX INSTRUCTION 6000.1

Subj: SUPPORT FOR BREASTFEEDING SERVICE WOMEN AND CIVILIANS

Ref: (a) OPNAVINST 6000.1C of 14 Jun 07
(b) DOD Directive 1010.10 of 22 Aug 03
(c) DOD Instruction 1315.18 of 12 Jan 05
(d) NAVADMIN 256/08 of 08 Sep 08
(e) OPNAVINST 6110.1H of 15 Aug 05
(f) Workplace Breastfeeding Support, USBC Issue Paper
2002
(g) OPNAVINST 5354.1E

1. Purpose. To establish command policy to support breastfeeding servicewomen and civilians stationed at XXXXXXXX and subordinate commands.

2. Background. As outlined in references (a) through (g), breastfeeding offers proven benefits for infants and mothers. Providing the command environment and accommodations for this activity offers tremendous rewards for the DOD and the Navy, in cost savings for health care, reduced absenteeism, improved morale and service member retention. DOD has directed that active and selected reserve component members be physically and mentally fit to carry out their missions and that the emphasis will be placed on the achievement of the Department of Health and Human Services' Healthy People Goals, per reference (b). Support of servicewomen who continue breastfeeding their infant(s) upon return to duty aligns with DOD policy, ensures the physical and emotional well-being of servicewomen and their families, reduces absence from work due to illness, and improves operational readiness. Per current professional standards, the military medical community advises pregnant servicewomen to exclusively breastfeed for the first 6 months and encourages them to continue to provide breast milk for the remainder of the first year, per reference (c).

3. Policy. IAW ref (a, section 201), XXXXXX will foster the environment and provide accommodations to support the servicewoman or civilian mother expressing and storing breast milk in the work place.

thereby supports the servicewoman or civilian mother expressing and storing breast milk in the work place, IAW ref (a).

4. Action

a. In accordance with ref (a, section 209), XXXXXX and subordinate commands will provide a clean, private room (not a toilet space), with access to water, where breastfeeding mothers can express and store breast milk. This space will be hereafter referred to as the "lactation room."

(1) *Command XXXXX* (bldg #/bldg name) has established room XXXX for sole purpose of expressing and storing breast milk for staff members, students, and visitors.

(2) *Name of subordinate command* has established room XXX for the purpose of expressing and storing breast milk for staff members, students and visitors.

b. Per ref (a, sections 101 and 201), XXXXXX shall provide access to educational information from didactic materials and/or a lactation consultant for breast care, breastfeeding education, counseling, and support during the pregnancy, after delivery, and on return to work for servicewomen and their families.

(1) XXXXXX *Command* will designate an appropriately experienced staff member and/or access to a professional listed above to provide counsel to breastfeeding mothers during pregnancy and after delivery.

c. Per ref (a, section 209), XXXX *Command* and subordinate commands will provide refrigeration with freezing capacity for expressed breast milk for service members who stand duty exceeding 12 hours.

d. Per refs (a, section 209) and (f), as funds are available, XXXX *Command* and subordinate commands may purchase and

maintain a hospital-grade multi-user breast pump for staff members to maintain in their respective lactation rooms (see 4.a.(1-2)above). Any additional support items deemed necessary and approved through the Executive or Commanding Officer for the lactation room may also be purchased or provided by the command.

e. Department Heads will:

(1) Support a flexible work plan to allow breastfeeding mothers adequate time to express milk. The time required for breast milk expression varies and is highly dependent upon several factors, including the age of the infant, amount of milk produced, pump quality, distance of the pumping location from the workplace, and proximity to a water source. The time need is greater when the infant is youngest, then gradually decreases (i.e., 15-30 minutes every 3-4 hours).

(2) Support the pregnant service member/civilian and her decision to breastfeed her infant, by ensuring she is not subjected to harassment, imposition of personal opinions, or infringement of legal rights per ref (g).

f. Servicewoman/Civilian will:

(1) Communicate their intention to breastfeed their infant to their chain of command and the command breastfeeding counselor prior to commencing convalescent leave.

(2) Communicate with their immediate supervisor their need for time away from the workspace to maintain lactation by pumping, consistent with department needs and requirements.

(3) Meet with the command breastfeeding counselor when pregnant and once they have returned to duty to determine any issues with breastfeeding, department support, and weight standards.

5. Postpartum Information: Independent of Breastfeeding

a. Per ref (d), postpartum servicewomen are waived from completing a Physical Fitness Assessment (PFA) for six months after the end of their convalescent leave period and upon return to full duty by a Health Care Professional (HCP). At the conclusion of this six-month period, servicewomen are required to complete the next regularly scheduled command PFA at their unit. If the member does not meet established PFA standards,

the terms and conditions of failure as prescribed in ref (e) apply.

b. Per ref (a, section 112), with permission from the CO, servicewomen may continue wearing Navy maternity uniforms until 6 months postpartum if necessary. After that time, the servicewoman is expected to be within Navy weight standards.

6. Review Responsibility. The Command Master Chief (CMC) is responsible for the review of this instruction annually.

COMMANDING OFFICE'S NAME

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