

For more information & help:

Region of Peel – Public Health
905-799-7700
peelregion.ca/health or
accountforhealth.ca

Ontario Human Rights Commission
1-800-387-9080
[ohrc.on.ca/english/publications/
pregnancy-policy.shtml](http://ohrc.on.ca/english/publications/pregnancy-policy.shtml)

La Leche League Canada
1-800-665-4324
lllc.ca

Child Development Resource
Connection of Peel
(child care information)
905-890-9432
cdrcp.com

Human Resources & Social
Development Canada
(maternity leave, jobs, training)
905-790-2525
hrsdc.gc.ca

Information for Employers

There are many benefits for employers who support working mothers and breastfeeding.

- Reduced absenteeism by parents of healthy breastfed babies
- Reduced health benefit costs
- Improved retention of female employees
- Greater employee loyalty is found in family-friendly workplaces

For employer responsibilities, please see the *Policy on Discrimination Because of Pregnancy and Breastfeeding* from the Ontario Human Rights Commission. It's the law.

Account
for
HEALTH
Solutions for a healthier workplace

For more information on comprehensive workplace health, visit: accountforhealth.ca



Breastfeeding and Returning to Work



Join the many women who continue breastfeeding after returning to work!



Why Continue to Breastfeed?



Your baby needs **only** breast milk for the first six months, and you can continue to breastfeed for up to two years and beyond. Solid foods are to be introduced at six months.

Continued breastfeeding is important for your baby because it:

- benefits brain development;
- protects against illnesses, such as colds, coughs, ear infections;
- helps to reduce allergies;
- reduces risk of obesity and heart disease; and
- reduces risk of juvenile diabetes and some childhood cancers.

Mothers who continue to breastfeed have:

- weight loss;
- reduced risk of some cancers; and
- less chance of osteoporosis.

Planning Ahead

Call a Public Health Nurse about one month before returning to work to talk over your breastfeeding options.

- Adjusting feeding routines
- Scheduling work
- Maintaining or adjusting your milk supply
- Using cups and bottles*
- Expressing or pumping
- Storing breast milk
- Choosing a child care provider who supports breastfeeding
- Talking to your employer about your plan
- Understanding your rights to continue breastfeeding
- Knowing your employer's responsibilities



The Ontario Human Rights Commission says:

Women should not be discriminated against in any way because they have chosen to breastfeed.

A supportive environment can be created with minimal disruption.

More Tips

- Breastfeed before you leave for work and when you return home.
- Find a convenient time and place for pumping or breastfeeding at work.
- Look at a photo of your baby while pumping to help with milk flow.
- Pump twice during a 7-8 hour shift to maintain your milk supply.
- Store breast milk in a refrigerator at work or in a cooler bag with an ice pack.

Call Region of Peel – Public Health for an information sheet on storing and thawing breast milk.

* Early introduction of bottles can affect your milk supply. In most cases, you can introduce a cup for babies over eight months old depending on the child.