



## Breastfeeding in City Premises Policy

<b>Policy Number:</b>	<b>2019-01</b>
<b>Approved by:</b>	<b>Council</b>
<b>Effective date:</b>	<b>February 2019</b>
<b>Department:</b>	<b>Corporate Services</b>

**AUTHORITY** Council Resolution #**2019-03-03** dated **February 11, 2019**

### **POLICY STATEMENT**

The City of Whitehorse recognizes the importance of creating a family-friendly environment for citizens, employees and visitors. Accordingly, the City wishes to support breastfeeding individuals and the right to breastfeed undisturbed in public places within the City, and specifically in City premises.

### **DEFINITIONS**

Whenever the singular masculine or feminine is used in this policy, it shall be considered as if plural feminine or masculine has been used where the context of the policy so requires.

“**breastfeeding**” means nursing directly from the breast, and includes pumping or expressing milk;

“**City**” means the City of Whitehorse;

“**city premises**” means any property operated, owned or leased by the City or that falls within the City’s jurisdiction;

“**Council**” means the elected council of the City of Whitehorse;

“**employee**” means all employees and officers of the City of Whitehorse as defined in all collective agreements and employment bylaws.

### **PRINCIPLES AND PURPOSE**

1. Section 7 of the *Yukon Human Rights Act* sets out that it is discrimination to treat any individual or group unfavourably on the basis of sex, including pregnancy, and pregnancy related conditions.
2. This policy establishes expectations for City employees in responding to individuals breastfeeding in City premises.
3. Where there is a conflict between this policy and a collective agreement or employment bylaw, the agreement or bylaw shall prevail.

## **RESPONSIBILITIES**

4. Council approves the policy and any future amendments thereto.
5. Employees will:
  - Respect and support an individual's right to breastfeed in public;
  - Take steps to ensure that persons objecting to breastfeeding in City facilities are made aware of an individual's right to breastfeed in public;
  - Make reasonable efforts to provide individuals with a comfortable, private space to breastfeed, if requested; and
  - Provide a supportive environment for breastfeeding employees returning to work.

## **Supporting References**

*Yukon Human Rights Act* RSY 2002, c.116

## **History of Amendments**

<u>Date of Council Decision</u>	<u>Reference (Resolution #)</u>	<u>Description</u>
February 11, 2019	2019-03-03	Initial Approval Date