

Walton Healthy Worksites Breastfeeding Activity Toolkit

Many mothers work outside the home. By supporting breastfeeding in the workplace, you are showing you support a mother's decision to breast feed and help ensure healthy babies, children and mothers.

Barriers identified in the workplace include a lack of flexibility for milk expression in the work schedule, lack of accommodations to pump or store breast-milk, concerns about support from employers and colleagues, and real or perceived low milk supply.

Florida Breastfeeding Friendly Employer Award

The Florida Breastfeeding Friendly Employer Recognition Program is an award program to recognize businesses that are providing support in the workplace to their breastfeeding employees. Businesses will be evaluated based on a set of criteria for three levels of breastfeeding support: Gold, Silver, and Bronze. Businesses that meet the criteria outlined in the above brochure and application will be recognized with a certificate and on the website.

More information, go to

<http://www.flbreastfeeding.org/business-case-for-breastfeeding/>

RESOURCES & STRATEGIES

The policy example and graph provided on the following pages can be used as your best practices framework for developing sustainable policy, system or environmental (PSE) changes regarding issues related to breastfeeding:

1. What policy changes would need to be changed or added?
2. What system changes need to be addressed?
3. What issues within your work environment needs to be added or revised?
4. What are the steps to accomplish the PSE change?
5. What is the timeline and who is responsible for following through?

After answering these critical questions, determine if you have any remaining ideas that personalizes the strategy to fit your own work place.

BENEFITS

- Breast milk is healthy for both moms and babies; it protects children against asthma, allergies, diabetes and being overweight or obese.
- Mothers who breast feed are less likely to develop breast cancer, ovarian cancer, uterine cancer and osteoporosis.

Employers who support breastfeeding mothers experience:

- Reduced staff turnover
- Reduced sick time
- Lower insurance and health care costs
- Higher job productivity, employee satisfaction and morale
- Added recruitment incentive for women

ADDITIONAL RESOURCES

Florida Breastfeeding Coalition
<http://www.flbreastfeeding.org/>

Florida Department of Health
Walton County WIC
850-892-8020

Centers for Disease Control
and Prevention
<https://www.cdc.gov/breastfeeding/>

U.S. Department of Labor
<https://www.dol.gov/whd/nursingmothers/>



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SAMPLE BREASTFEEDING ACTIVITY POLICY #1

Purpose

In recognition of the well documented health advantages of breastfeeding for infants and mothers, {Company} provides a supportive environment to enable breastfeeding employees to express their milk during work hours. {Company} subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in new employee orientation training.

Company Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

Milk Expression Breaks

Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors.

A Place to Express Milk

A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private office, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Expressed milk can be stored {in general company refrigerators/in designated refrigerators provided in the lactation room or other location/in employee's personal cooler}.

Breastfeeding Equipment

{Company} {provides/subsidizes/rents} electric breast pumps to assist breastfeeding employees with milk expression during work hours. The company provides [hospital grade pump that can be used by more than one employee/or portable personal use electric breast pump that the employee retains] throughout the course of breastfeeding for the employee. {If using a standard hospital-grade pump, indicate whether the company provides/subsidizes personal attachment kit or where the employee can purchase the kit.} {Indicate whether breast pumps are also available for partners of male employees}.

Education

Prenatal and postpartum breastfeeding classes and informational materials are available for all mothers and fathers, as well as their partners.

Staff Support

Supervisors are responsible for alerting pregnant and breastfeeding employees about the company's worksite lactation support program, and for negotiating policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

{List other components specific to your company's program}

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Employee Responsibilities

Communication with Supervisors

Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company.

Maintenance of Milk Expression Areas

Breastfeeding employees are responsible for keeping milk expression areas clean, using anti-microbial wipes to clean the pump and area around it. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk will occur.

Milk Storage

Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk using {company provided refrigerator/personal storage coolers}.

Use of Break Times to Express Milk

When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

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Best Practice Worksheet

Use the following graph to organize your plan to address breastfeeding in the workplace. Use the columns to assess your organization's current PSE.

| Strategy | System Change | Environment Change | Policy Change | Steps | Timeline | Responsible Party | Notes |
|--|---------------|--------------------|---------------|-------|----------|-------------------|-------|
| Establish workplace policies that support breastfeeding | | | X | | | | |
| Allow flexible scheduling for breastfeeding or pumping milk | X | | | | | | |
| Allow adequate breaks for breastfeeding or pumping milk | X | | | | | | |
| Provide an appropriate space for breastfeeding or pumping milk | | X | | | | | |
| Provide an electric breast pump for use at work and a small refrigerator for safe storage of breast milk | X | X | | | | | |
| Provide breastfeeding education programs | X | | | | | | |
| Provide breastfeeding consultants, either as a member benefit of insurance or paid by the employer | | | X | | | | |
| Establish an infant-at-work policy to support working moms and dads | X | | | | | | |