

# Breastfeeding Support Policy

*You can adapt this template to easily incorporate breastfeeding support into your company.*

Company X recognizes a mother's responsibility to both her job and her child when she returns to work. We are aware that employees who breastfeed may miss less work caring for ill children because of the many health benefits associated with breastfeeding. At Company X, we support breastfeeding mothers, and are committed to providing services which enable our employees to continue breastfeeding after returning to work. In keeping with this philosophy, Company X will provide, at little or no cost to the employee, the following services:

Establishment of a company policy or subtopic, such as "Breastfeeding is Healthy," under an existing policy.

A description of worksite accommodations and options available to women who breastfeed as part of new employee orientation.

A flexible work schedule and a 30-minute morning and afternoon break to enable breastfeeding employees to express their milk. Beginning and ending work times will be adjusted to accommodate these breaks.



*"Going back to a work environment that completely supports breastfeeding, and where I am able to pump in private, will make returning to work a positive experience. It gives me piece of mind. I am happy that my employer supports me—giving my baby the best nourishment that I can give." Debbie, eight months pregnant.*

A private break area for breastfeeding employees wishing to express their breastmilk during the workday. The area will contain a comfortable chair. A sink and a cooler or refrigerator for breastmilk storage will be in the room or nearby.

Education for employees about why breastfeeding mothers need employer support.

Note: Your company may want to consider developing an on-site or near-work childcare program so children can breastfeed during the day.

## Additional Resources

**American Academy of Family Physicians (AAFP).** Position Statement on Breastfeeding. <http://www.aafp.org/online/en/home/policy/policies/b/breastfeedingpositionpaper.html>.

**American Academy of Pediatrics (AAP).** Breastfeeding and the Use of Human Milk, 2005. <http://aappolicy.aappublications.org/cgi/reprint/pediatrics;115/2/496.pdf>.

**Association of Women's Health Obstetric and Neonatal Nurses (AWHONN).** Position Statement on Breastfeeding and Lactation in the Workplace. <http://www.awhonn.org/awhonn/?pg=873-6230-7000-4810-7250>.

**Washington State Promotes a Woman's Right to Breastfeed!**

Washington enacted a law in 2001 that sets forth the importance of breastfeeding. The law clarifies that breastfeeding is not indecent exposure and encourages employers to accommodate breastfeeding mothers. The law also set up an incentive program for employers by allowing them to advertise that they are 'infant friendly' if they set up lactation support for their employees. For more information about this please visit the Breastfeeding Coalition of Washington website: [www.withinreachwa.org/forprof/BCW/legislation/legislation.htm](http://www.withinreachwa.org/forprof/BCW/legislation/legislation.htm).



Photo purchased from the State House of Representatives.

Spring, 2001. Members of the Breastfeeding Coalition of Washington and other interested parties including Sen. Jeri Costa and Rep. Eileen Cody, co-sponsors of HB1590, look on as Gov. Gary Locke signs the bill into law.

**Cohen R, Mrtek MB, Mrtek RG.** Comparison of maternal absenteeism and infant illness rates among breast-feeding and formula-feeding women in two corporations. *Am J Health Promotion* 1995;10: 148-153.

**International Labor Organization, Maternity Protection Recommendation,** 2000  
<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C183>.

**US Department of Health and Human Services,** Office on Women's Health. *HHS Blueprint for Action on Breastfeeding.* Washington, DC: US Department of Health and Human Services, Office on Women's Health; 2000. <http://www.4woman.gov/breastfeeding/index.cfm?page=233>.

**United Nations Children's Fund (UNICEF).** Facts for life: Breastfeeding. <http://www.unicef.org/ffl/04/>.

**United States Breastfeeding Committee.** Issue Papers including; Economic Benefits of Breastfeeding, Workplace Breastfeeding Support, Checklist for Accommodations in the Workplace. <http://www.usbreastfeeding.org/Publications.html>.

**National Business Group on Health.** The Health and Cost Benefits of Breastfeeding. <http://www.businessgrouphealth.org/prevention/breastfeeding.cfm>.



**Family Health Hotline** a program of  
**1.800.322.2588**  
 711 (tty relay) • [withinreachwa.org](http://withinreachwa.org) **WithinReach**



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