

A Guide to Providing Lactation Support in the Workplace

Providing support for breastfeeding employees can have a positive effect on an organization. For every \$1 invested in basic lactation programs, employers may see a \$2 return on investment. Mothers are the fastest-growing segment of the workforce. Approximately 70% of employed mothers, with children younger than three, work full-time. Mothers who continue breastfeeding after returning to work need the support of their coworkers, supervisors, and others in the workplace. Organizations can create an atmosphere that supports employees who choose to breastfeed.

Models for Lactation Support in the Workplace

Basic Model:

- Campus policy
- Private room with a locking door
- Flexible schedule
- Electric outlet

Better Model: Includes all items from **Basic Model** and

- Comfortable chair
- Refrigerator and nearby sink
- Scheduling for lactation support room
- Educational component

State of the Art Model: Includes all of the items from previous two model examples and

- Breast pump provided by employer
- Phone and computer
- Art and music
- Lactation consultant services provided
- List of regional breastfeeding resources available

For more information about Lactation Support in the Workplace visit NashVitality.org