

Breastfeeding Friendly Worksite Criteria

Minimum Requirements:

- Flexible break times for expression of milk
- A comfortable location allowing privacy for pumping, other than a toilet stall
- Access to a nearby clean water source and a sink for washing hands and rinsing out any breastpump equipment
- Written policy supporting breastfeeding that includes the above minimum requirements and a description of how all staff are informed of this policy

Additional Options:

- Access to a refrigerator for safe storage of milk
- Prenatal breastfeeding education
- Counseling by a lactation consultant as needed
- Referrals to public/private community resources for special situations
- Education for all employees on the benefits of breastfeeding and company services available to support breastfeeding women
- Hospital-grade breastpump available for employee use

For questions, additional information, or an application for recognition, contact:

Maternal & Child Health Service

405.271.4480

nancyb@health.ok.gov

References

1. American Academy of Pediatrics (AAP)
www.aap.org/breastfeeding
2. U.S. Breastfeeding Committee (USBC)
www.usbreastfeeding.org/issue-papers/workplace.pdf
3. Oklahoma Pregnancy Risk Assessment Monitoring System (PRAMS)
www.health.state.ok.us/program/mchp&e/pramarch.html

Additional Resources

The Centers for Disease Control & Prevention (CDC) Guide to Breastfeeding Interventions
www.cdc.gov/breastfeeding/index.htm

Breastfeeding Works
www.breastfeedingworks.org/index.htm

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Oklahoma State
Department of Health

Creating a State of Health

Breastfeeding Works!

Guidelines for Becoming a Recognized Breastfeeding Friendly Worksite

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Oklahoma State Department of Health

Maternal & Child Health Service
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Chronic Disease Service
Oklahoma Turning Point Initiative

Coalition of Oklahoma Breastfeeding Advocates

Oklahoma Healthy Mothers Healthy Babies Coalition

This brochure and an
application form can be found
on the Web at:

www.health.ok.gov/program/breastfeeding

Would You Like...

- Reduced staff turnover and retention of skilled workers after the birth of a child?
- Reduced sick time/personal leave due to a sick child?
- A healthier workforce with fewer and less expensive health insurance claims?
- Enhanced job productivity, employee satisfaction, loyalty and morale?
- An enticing recruitment incentive?
- A reputation as a company concerned for the welfare of its employees and families?

Breastfeeding Works!

The American Academy of Pediatrics recommends breastfeeding for at least 1 year to achieve optimal maternal and child health.¹ About 70% of employed mothers with children younger than 3 years of age work full-time.² In Oklahoma, 1/3 of women who choose not to breastfeed cite returning to work/school as the reason.³

Encouraging and supporting breastfeeding in the workplace can offer employers tremendous rewards.

How Employers Benefit

Employers who have adopted supportive breastfeeding policies have noted:²

- 1 A total cost savings benefit of \$3 for every \$1 invested**
Breastfeeding support at the work place can help a company's bottom line.
- 2 Less illness and decreased health care costs of approximately \$400 per breastfed baby in the first year of life**
Breastfed infants typically require fewer sick care visits, prescriptions, and hospitalizations.
- 3 Reduced parental absenteeism to care for ill children**
Mothers of formula-fed babies experience higher rates of 1-day work absences.
- 4 Improved employee productivity**
Better health and more days at work mean increased output.
- 5 Higher morale and greater loyalty**
A supportive work environment can boost employee satisfaction.
- 6 Improved ability to retain valuable employees**
Some women resign if they expect or experience difficulty in continuing to breastfeed when they return to work.
- 7 Improved ability to attract valuable employees**
Employers who are supportive of their breastfeeding employees will have a more positive, family-friendly image in their community.

Why Breastfeeding Makes a Difference

- Babies were born to be breastfed.
- Human milk protects infants from numerous infections and chronic illnesses.
- Mothers who breastfeed are healthier
 - Have a decreased risk of ovarian and breast cancer
 - Lose their pregnancy weight faster
 - Have a decreased risk of diabetes, osteoporosis, and rheumatoid arthritis.
- Breastfeeding families save money on food and health care costs.
- Employers and communities benefit from healthier families and less parental absenteeism from work.
- Breastfeeding is good for the environment—it uses less energy and creates less waste.