

**Coos County
Breastfeeding
Friendly
Workplace**

TOOLKIT





About This Toolkit

According to the Bureau of Labor Statistics, two out of three women who were employed pre-birth return to work three months postpartum. For the best health outcomes, the World Health Organization recommends exclusively breastfeeding for six months. Thereafter, infants should receive complementary foods with continued breastfeeding up to two years of age or older.

Working breastfeeding parents need information, support, and simple accommodations to reach their breastfeeding goals. This toolkit was created to help local workplaces gain knowledge about breastfeeding and provide tools to better support breastfeeding employees in the workplace. By choosing to develop an atmosphere that supports breastfeeding parents within the workplace, employers are helping to remove barriers that can influence a person's decision to begin and/or continue to breastfeed. After all, breastfeeding benefits the baby, the parent, the employer, and Coos County.

This toolkit is organized into three sections. The first section of the toolkit provides education about the importance of breastfeeding and the workplace lactation accommodation laws. The second part of the toolkit includes tools to help employers assess breastfeeding friendly workplace practices and provides guidance on how to implement/improve these practices. The third section of the toolkit contains additional resources.



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Vocabulary

The terms “pumping,” “lactation,” and “milk expression” are used somewhat interchangeably throughout this toolkit. The term “breastfeeding employee” refers to any employee who expresses milk for the purpose of feeding a baby. The terms “chestfeeding” and “nursing” are terms used by many transmasculine and non-binary parents to describe how they feed and nurture their children from their bodies. The choice of preferred wording may vary by individual. You can ask your employees what language they would prefer in order to ensure that all nursing parents are supported and validated.

Acknowledgments

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The Coos County Breastfeeding Friendly Workplace Toolkit was produced with funds provided through the Oregon Health Authority Maternal and Child Health Services Title V Block Grant. Some of the photographs are of local Coos County mothers captured by Abigail Johnson of Coos Health & Wellness. The toolkit was assembled by Amber Madigan, Coos Health & Wellness AmeriCorps VISTA, and produced by graphic designer Becky Shuck. Bay Area Hospital, Coos Bay Fred Meyer, and Coos Health & Wellness were champions of this toolkit. Thank you to everyone who contributed to this toolkit.

Technical Assistance for Implementation

Implementing and/or improving breastfeeding friendly practices in the workplace can be challenging. If at any point you need help implementing this toolkit, please contact Coos Health & Wellness at (541) 266-6700 for technical assistance.



Disclaimer

The materials provided in this toolkit are for informational purposes only and are not for the purpose of providing legal advice. You should contact an attorney to obtain advice with respect to any particular issue or problem. Please note, we recognize that the information provided in this toolkit may include gendered language. We have included it here because the facts presented come from reputable agencies who used gendered language in their resources that we gathered to create this content.

We Made Breastfeeding Work in Coos County

“Supporting and promoting healthy babies and families is very important to us. CHW should be a model for our community to encourage other businesses to provide family-friendly working environments. When we were designing our new building we made sure that a room for breastfeeding was in the design. We also allow nursing babies to come to work whenever possible in order to continue the bond between mother and baby. This is physically and emotionally healthy for the baby and the mother. The baby continues to receive the nurturing from mom, and mom has reduced stress about leaving her infant with a child care provider. An employee with reduced stress is a more productive employee, and the healthier the child, the less absenteeism for the employee. A side benefit we have noticed at CHW is that stressed employees in the building will come play with the baby for a few minutes and walk away totally relaxed. It brings a sense of family to our team.”

— DIRECTOR, COOS HEALTH & WELLNESS



“Being a mother who breastfed, I think is important to let moms know that we support them. It’s not hard, either. When a mom comes back from leave, I always tell them about the benefits of our insurance plan and ask if they would like to pump at work. We have a big storage closet in the office that has an outlet and a door that shuts. We clean it out and add a chair. There is a little yellow crocheted ribbon that the mom puts on the door knob when they are pumping, so that no one walks in on them. Everyone is very flexible and understanding. The team knows the mom’s schedule and is happy to cover so they can leave the floor to take their break to pump. We make it work.”

— HUMAN RESOURCE ASM, COOS BAY RRED MEYER



“As a healthcare facility, supporting breastfeeding and making sure that our employees have an appropriate place to pump breast milk for their babies is obviously a priority to us. We have policies in place allowing for pumping breaks, and we have designated lactation rooms. But this project has shone a spotlight on what we’re currently doing, and what more we COULD be doing to facilitate breastfeeding and support our employees.”

— PCS CLINICAL MANAGER, BAY AREA HOSPITAL



Benefits of Breastfeeding

Breast milk is the biological norm for feeding babies. It provides essential building blocks for brain-development, nutritional properties, and immune boosters to protect the infant from infections and illnesses. Breastfeeding is good for families, the employer, and Coos County.

Good for Families

Breastfed babies are healthier babies.

According to the Office of the Surgeon General (2011), babies who are breastfed are less likely to develop common childhood illnesses like diarrhea, ear infections, respiratory infections, asthma, and eczema than formula fed babies. They also have reduced risk of sudden infant death syndrome (SIDS), necrotizing enterocolitis, obesity, type 2 diabetes, and developing an allergy. Those who breastfeed lower their own risk of breast cancer, ovarian cancer, heart disease, type 2 diabetes, and postpartum depression.

Good for the Employer

Providing support for breastfeeding employees in the workplace is good for your business.

According to the Business Case for Breastfeeding (2008), breastfeeding friendly practices in the

workplace can produce a 3-to-1 return on investment. Workplaces that offer breastfeeding support have a decrease in health care and insurance cost and lower absenteeism due to infant illness. They also have improved employee productivity and loyalty which leads to less turnover. In a 2017 survey conducted by Coos Health & Wellness, 95% of families in Coos County would think favorably of a business if they knew they supported breastfeeding parents. Families go to public places that are welcoming and supportive of families and breastfeeding parents.

Good for Coos County

Human breast milk is a natural, renewable food that acts as a complete source of nutrition for the first 6 months of life.

According to the Office of the Surgeon General (2011), if 90% of women were supported in following optimal breastfeeding recommendations, the U.S. could save more than \$13 billion in health care costs and save the lives of nearly 1,000 babies. Breastfeeding leads to a healthier community by reducing various illnesses and health conditions. Breastfeeding decreases the amount of packaging going into landfills and reduces the carbon footprint by saving precious resources and energy.





The BIG Issue

Breastfeeding parents produce milk on a constant basis to meet the nutritional needs of their infants. In order for employees to maintain their milk supply when they return to work, they must be able to express milk during the workday. If they are unable to express milk, the consequences include leaking, discomfort and pain, risk of infection, diminished milk supply, and eventually, early termination of breastfeeding. According to the Centers for Disease Control and Prevention (2007), only 40.1% of U.S. women achieved their personal breastfeeding goals. Combining work and breastfeeding is a leading barrier to breastfeeding initiation, continuation, and exclusivity.

Supply and Demand

The amount of breast milk a human's body produces is determined by the amount of breast milk that is expressed. Infants generally feed every two to three hours. When a breastfeeding parent is with the baby during the day, their milk supply replenishes each time they feed the baby. Therefore, in order to maintain an adequate milk supply when a breastfeeding parent returns to work, they must be able to express breast milk as often as the baby would breastfeed if they were together. They also need a safe and clean way to store the milk for the baby's use.

Many Employees are Uncomfortable Talking to their Employers

Even though the community benefits of breastfeeding are well documented, breastfeeding often feels like a very personal, private action. Many are unsure how to talk to their employers about the need to pump breast milk during the workday. They may feel that after being absent on maternity leave, they shouldn't "rock the boat" by asking for a private place or a modified break schedule. They don't want to cause an inconvenience for their boss or co-workers.

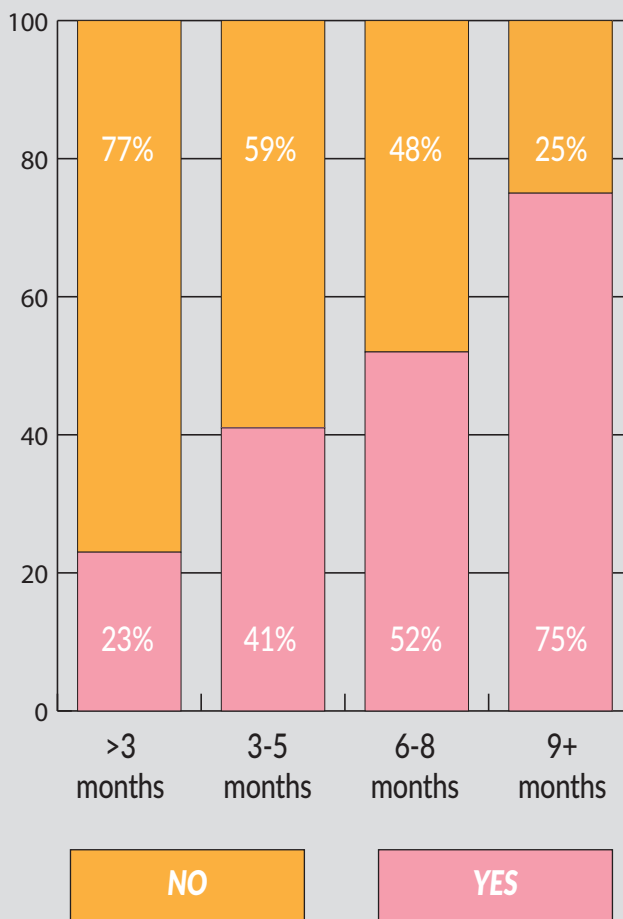
Some are even concerned that asking for basic accommodations will put their employment or future career opportunities at risk. Likewise, few are aware of employers' requirements under federal and state laws to provide basic support for breastfeeding employees. When there is limited communication, they often don't realize that their employers and co-workers are generally happy to do what they can to ease their transition back to work.

And Many Employers Don't Realize There's a Need

Traditionally, there hasn't been an open dialogue about breastfeeding, and many employers aren't aware that pumping or breastfeeding on-site is important to their employees or that there is a need for support. When they learn how easy it is to create a breastfeeding friendly workplace, most employers are happy to take the necessary steps, such as providing a private space and flexible break schedule that allows time for pumping. Most employers feel strongly that they want to do right by their employees, and they appreciate the additional benefits breastfeeding offers.



Did You Breastfeed As Long As You Wanted To?



Infant Feeding Practices Study II, CDC 2007

Accommodating Breastfeeding Employees at Work:

IT'S THE LAW

The requirement to meet lactation accommodations applies to all employers, regardless of size. Employers with fewer than 10 employees can ask the Oregon Bureau of Labor and Industries (BOLI) to be exempt due to undue hardship.* There is a \$1,000 fine per incident for non-compliance that can be imposed by BOLI. Discrimination or retaliation against employees who need and/or use breastfeeding accommodations can lead to fines or lawsuits.

Federal Law

The Fair Labor Standards Act (FLSA) was amended in 2010 with the passage of the federal Patient Protection and Affordable Care Act, requiring employers to accommodate nursing employees who wish to express milk for their infants during the work period.

Oregon Law

In 2019, the Oregon legislature amended the Rest Breaks for Breast Milk Expression Law, Oregon Revised Statutes [ORS] 653.077, which sets a minimum standard for accommodating breastfeeding employees after the birth of a child. Under the Rules Regulating Minimum Wage, Overtime, and Working Conditions, OAR-839-020-0051 provides additional guidance on rest periods and space for expression of milk.

In 2020, House Bill 2341 went into effect, which mandates that Oregon employers with at least 6 employees must provide reasonable accommodations* to employees and job applicants who have limitations related to pregnancy, childbirth or a related medical condition-including lactation, unless doing so would impose undue hardship*.

Under this bill, employers must inform employees of these new changes by posting signs in conspicuous and accessible locations, and must give written notice to: existing employees, new employees at time of hire, and within 10 days after an employer is informed of an employee's pregnancy.

Reasonable accommodations may include:

- Acquisition or modification of equipment or devices
- More frequent or longer break periods or periodic rest
- Assistance with manual labor

**Undue Hardship is when there is significant difficulty or expense in relation to the size, financial resources, nature or structure of the employer's business.*



LAWS REQUIRE THAT EMPLOYERS MUST:

Provide a reasonable space to express breast milk that is:

- NOT a bathroom ★★
- Private ★★
- Shielded from view ★★
- Free of intrusion by other employees or the public ★★
- Available as frequently as needed ★
- Near employees' work areas ☆
- Functional for milk expression ☆
- Available as long as needed by the employee; at least 18 months ☆

Provide employees with reasonable breaks to express milk:

- Whenever needed ★★
- During paid break time or during additional unpaid break time ★★
- Treated as paid work time (*whether or not breaks are paid*) for the purpose of calculating the number of hours the employee works (*i.e., to determine employer's health insurance contributions*) ☆
- Unpaid time can be made up by working before or after shift, but does not have to be ☆

Provide family-friendly scheduling options such as:

- Temporary change in job duties ☆

★ Fair Labor Standards Act ☆ ORS 653.077

NOTE: Employers should periodically check for the most up-to-date federal and state laws.

5 Steps

To Become a Breastfeeding Friendly Workplace

1

1. Complete the Worksite Self-Assessment to Identify Areas for Improvement

The Worksite Self-Assessment on page 13 is a tool to identify the breastfeeding friendly practices your organization is already doing and what could be improved on.

2

2. Define your Goals and Objectives Based on Your Worksite Self-Assessment

- **Progressing:** Your goal is to improve on these areas to be able to check all the checkmarks in the Breastfeeding Friendly column. You can do it!
- **Breastfeeding Friendly:** You are doing great! Pick one or two tasks from the Breastfeeding Advocate column to add to your existing efforts.
- **Breastfeeding Advocate:** You are a breastfeeding leader! Encourage community partners to become breastfeeding friendly employers. Start thinking about what you can do to become breastfeeding friendly for your customers and how your organization can support breastfeeding in the community.

3

3. Use the Tools in this Toolkit to Improve in the Identified Areas to Meet Your Goals

The rest of this toolkit includes tools that can help create a lactation support policy, build or improve a lactation space, and tips on how to communicate with employees. Remember after you make changes, you need to educate your staff on the new policies and/or practices.

4

4. Apply to Become a Breastfeeding Friendly Employer

By meeting a few simple criteria, worksites of any type or size can be recognized by Coos Health & Wellness as being a breastfeeding friendly employer. This process requires the employer to submit an application along with a current copy of the workplace's written lactation support policy and a photo of the worksite's permanent or flexible/temporary lactation space.

www.surveymonkey.com/r/BreastfeedingFriendlyEmployer



5

5. Showcase Your Success

Once your application is approved, your worksite will receive a Breastfeeding Friendly Worksite window cling and a certificate, and will be recognized through Coos Health & Wellness' social media and website. We encourage you to display your success in your front window, at your worksite, and on your social media and website. Remember families think highly of organizations that support breastfeeding.

Worksite Self-Assessment CHECK ALL THAT APPLY

BREASTFEEDING SUPPORT POLICY:

An explicit policy or set of guidelines outlining organizational support for breastfeeding employees.

| Progressing | Breastfeeding Friendly | Breastfeeding Advocate |
|---|---|--|
| <ul style="list-style-type: none"> <input type="radio"/> We do not have a breastfeeding policy. <input type="radio"/> Our breastfeeding policy is informal and is not written or regularly communicated to staff. <input type="radio"/> We have a written breastfeeding policy but it is not regularly distributed or communicated to all employees. | <ul style="list-style-type: none"> <input type="radio"/> We have a written policy and it is distributed or communicated to all employees at least once a year. <input type="radio"/> Our written policy is provided to all new hires. | <ul style="list-style-type: none"> <input type="radio"/> Breastfeeding policy-related training is provided to all new managers. <input type="radio"/> Our insurance plan covers breastfeeding equipment or breastfeeding services. <input type="radio"/> We educate our employees on breastfeeding related benefits available through the Affordable Care Act. <input type="radio"/> Our insurance plan notifies our employees that we are a Breastfeeding Friendly workplace. <input type="radio"/> We contract with a lactation consultant to provide services for all breastfeeding employees. <input type="radio"/> Breastfeeding Friendly messaging and/or graphics are around the workplace. <input type="radio"/> We publicize that customers may breastfeed in public spaces. |

TIME: Workplace flexibility for an employee to take a lactation break.

| Progressing | Breastfeeding Friendly | Breastfeeding Advocate |
|---|---|---|
| <ul style="list-style-type: none"> <input type="radio"/> There are significant barriers to employees scheduling breaks and work patterns to provide time to breastfeed, express, or pump breast milk during the workday. | <ul style="list-style-type: none"> <input type="radio"/> There are few or no barriers to employees scheduling breaks and work patterns to provide time to breastfeed, express, or pump breast milk during the workday. | <ul style="list-style-type: none"> <input type="radio"/> Employees can bring breastfeeding infants to work with them. <input type="radio"/> We allow employees to perform telework. <input type="radio"/> Childcare is available and accessible to employees and accommodates breastfeeding. |

LACTATION SPACE:

Accessible, clean, private, and safe space other than a bathroom for employees to express or pump breast milk.

| Progressing | Breastfeeding Friendly | Breastfeeding Advocate |
|--|---|--|
| <ul style="list-style-type: none"> <input type="radio"/> There is no lactation space available. <input type="radio"/> Lactation spaces are only available and identified as the need arises. | <ul style="list-style-type: none"> <input type="radio"/> Prioritized lactation space(s) is identified and can be used by employees as needed. <input type="radio"/> Lactation space(s) is solely designated as a lactation room(s) for employees. | <ul style="list-style-type: none"> <input type="radio"/> Refrigerator space is prioritized for breast milk storage in proximity to the pumping space. <input type="radio"/> A functioning sink is in proximity to the lactation space for employees to clean pumping equipment. <input type="radio"/> We have electric breast pumps or pump kits available for breastfeeding employees. |

Lactation Support Policy

Every employer can develop a policy that suits the unique needs of the business and its employees. By creating a customized policy and putting basic elements in place, parent-friendly businesses ease the transition back to work after maternity leave while allowing employees to provide their babies with the very best nutrition. Below is a sample policy. Feel free to use this as a template and modify to fit your organization.

Breastfeeding Friendly Workplace: Lactation Support Policy

Approved By: _____

Date Effective: _____
[Month Year]

Date Reviewed/Revised: _____
[Month Year]

Purpose: This policy provides guidelines for promoting a breastfeeding friendly workplace and supporting breastfeeding employees at [Organization]. This policy complies with ORS 653.077 and the Fair Labor Standards Act which mandate lactation accommodations to all employers.

Vocabulary: The term “breastfeeding employee” refers to any employee who expresses milk for the purpose of feeding a baby.

Policy: [Organization] provides a supportive environment for employees to express breast milk while at work. Breastfeeding employees will be allowed a flexible schedule for expressing milk, in a private setting, for the nursing child for up to [18 months] after the child’s birth.

[ORGANIZATION’S] SUPPORT INCLUDES:

- **Time to Express Milk.** Breastfeeding employees will be permitted to express their milk during regularly scheduled breaks and meal times. If additional time is needed, the supervisor and employee will agree upon a plan, which may include arriving at work earlier, leaving later, or using PTO. The time used to travel to and from

the employee’s work area to the lactation space must not be included in the calculation of time used for the expression of breast milk and travel time would be paid time. Frequency of periods needed to express breast milk on a daily basis as well as duration of each individual period will likely vary for each employee.

- **A Space to Express Milk.** [Organization] will provide an appropriate, private space (not a toilet stall or restroom) for employees to express milk. The private space provided must be shielded from view and free from intrusion from co-workers and/or the public. [Organization] will make reasonable efforts to find a location in close proximity to the breastfeeding employees’ work area. The space must be equipped with an electrical outlet and comfortable seating, and be in close proximity to a sink. A refrigerator will be available for safe storage of breast milk.
- **Staff Support.** Supervisors are responsible for negotiating practices that will help facilitate each employee’s breastfeeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees. Any incident of harassment of a breastfeeding employee will be addressed in accordance with the [Organization’s] policies and procedures for discrimination and harassment.

- **Communication with Employees.** A copy of this policy shall be provided to every employee upon adoption, at new employee orientations, to an employee both prior to and upon returning to work from maternity leave, or when requested. This policy shall be posted in the employee handbook.

EMPLOYEE RESPONSIBILITIES INCLUDE:

- **Communication with Supervisors.** To request reasonable lactation accommodations, an employee shall advise their supervisor and/or the human resources department of their request either verbally or in writing, ideally prior to taking maternity leave, or upon returning to work. Newly hired employees requiring lactation accommodations shall request accommodations upon or soon after hire. This will allow the employer time to make suitable arrangements for a lactation space and for any work schedule modifications. The breastfeeding employee shall keep their supervisor informed of changes in their lactation needs so that appropriate arrangements can be made to satisfy the needs of both the employee and [organization].
- **Cleanliness of Lactation Space.** Breastfeeding employees are responsible for keeping the general lactation space clean for the next user. This responsibility extends to both designated lactation spaces, as well as other areas where expressing milk will occur.

- **Milk Storage.** Breastfeeding employees will provide their own storage containers. 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 their milk using the shared refrigerator or a personal cooler.
- **Coordinating with other Breastfeeding Employees.** When more than one breastfeeding employee needs to use the lactation space, employees should use the reservation log provided in the lactation space to negotiate milk expression times that are most convenient or best meet their needs.





Coos Health & Wellness made sure to have a designated lactation space built into their new building.



Bay Area Hospital converted an old patient's room into a designated lactation space. The windows have curtains to close for privacy.

Identifying, Building or Improving A Lactation Space

Identifying a Space

This can be a permanently designated lactation space or a temporary, consistently available private space such as an office, conference room, storage room, or lounge connected to a restroom as long as the space meets all the following requirements:

- Not a bathroom
- Private/shielded from view
- Free of intrusion by other employees or the public, either
 - Lockable or,
 - Signage stating room is in use
- Available as frequently as needed
- Near employees' work areas
- Clean and safe (*No storage of chemicals*)
- Available as long as needed by the employee; at least 18 months

Minimum Amenities

To be functional for milk expression, the space should include:

- Wipe-able chair
- Table
- Electrical outlet
- Nontoxic cleaning supplies (*e.g., alcohol-based wipes*)
- Wastebasket
- A refrigerator near or in the room
- A sink near or in the room
- Regular cleaning by janitorial staff

Additional Amenities

To make the space more comfortable and user friendly, the space could include:

- Room reservation system
- Signage designating the room's intended use (*i.e., "Lactation Room"*)
- Tape and pen (*for labeling containers of breast milk*)
- Footstool
- Clock
- Adjustable lighting
- Adjustable temperature controls
- Resource station with educational literature on breastfeeding
- Wi-Fi
- Computer and phone for employees who choose to work while expressing milk
- Microwave near or in the room for steam-sanitizing pump parts
- Mirror

Communicating With Employees

Asking an employee prior to maternity leave if they are planning on breastfeeding can ease anxiety and may even influence employees to initiate breastfeeding. Knowing ahead of time will also allow time to plan for any changes for a lactation space or schedule changes.

Simply ask, “Are you planning on breastfeeding?” If they say yes, make sure you sit down and review the following information with them:

Lactation Policy: Review the organization’s lactation policy.

Lactation Space: Identify the closest lactation space and the reservation process if it is a shared space. Make sure the employee is comfortable here. If you don’t have a lactation space, see Identifying, Building, and Improving a Lactation Space on page 17. Remember to talk about where the employee is going to store their breast milk.

Lactation Breaks: A typical pumping schedule includes a mid-morning break, a lunch break, and a mid-afternoon break. Each lactation break will take approximately 20-30 minutes, but each employee is a little different. The employee should block out times as “private” on their calendar, so they don’t have to reschedule meetings around pumping.

Schedule Adjustments: Talk to your employee about making adjustments to their work schedule. Most employees are able to use their regular breaks or meal period for lactation breaks. However, if extra time is needed discuss options such as taking it as unpaid time, coming in a little earlier or later, or taking a shorter meal period.

Remember breastfeeding schedules may change from time to time. Right after maternity leave, parents may need to express milk a little more frequently. When babies begin to eat solid foods around six months, many parents find they do not need to express milk as often. However, babies go through growth spurts that may require an extra milk expression session to keep up with the baby’s demand.

Employee Coverage: Review how you are going to cover the employee’s position for a lactation break. This is a team effort and may involve other employees. Everyone should be flexible and supportive.

Any other amenities offered: If your worksite offers any other amenities that may aid in successfully breastfeeding in the workplace, make sure you discuss them (*e.g. employees can bring their babies to work, the organization will provide breast pumps, worksite has onsite childcare, telework is an option, etc.*)

Use the Breastfeeding at Work Worksheet to help make sure everyone is on the same page.



BREASTFEEDING AT WORK WORKSHEET

Breastfeeding Employee Name: _____ Date: _____

Breastfeeding Goal: I want to breastfeed for _____ months.

Location of the lactation space I will be using: _____

I feel comfortable in this lactation space: Yes No

Location where I will store my breast milk: _____

My schedule will be*:

Arrive at Work _____

Mid-morning Lactation Break _____

Lunch Lactation Break _____

Mid-afternoon Lactation Break _____

Leave to Go Home _____

**If I need to change my schedule I will let my supervisor know.*

Employee(s) that will cover me during my lactation breaks: _____

Additional information that will help me breastfeed at work: _____

If I have any problems I will contact _____ the _____

at _____ or _____

PHONE NUMBER

EMAIL ADDRESS

_____ has reviewed and is supportive of this plan. Yes No

SUPERVISOR'S NAME

Signs

If you are reading a printed, bound copy of the toolkit, you should have received three signs:

- (1) a laminated double sided Prioritized Lactation Space/Pumping in Progress;
- (2) a laminated double sided Designated Lactation Space/Pumping in Progress; and
- (3) a Breastfeeding Support Poster.

If you would like additional signs or you are reading a PDF copy of the toolkit, print the PDF pages of the toolkit.

Prioritized Lactation Space & Breastfeeding/Pumping in Progress

Print pages 21 & 23 (double sided) and have it laminated. This sign is for a temporary lactation space that may have multiple functions. It lets people be aware that the space is prioritized for a breastfeeding accommodations. People who need the room to breastfeed their baby or pump can flip it over when using the room to prevent intrusions. The breastfeeding employee can use a dry erase marker to write the time the room will be available. When they are done, they can use a spray bottle with water and a paper towel to erase it.

Designated Lactation Space & Breastfeeding/Pumping in Progress

Print pages 22 & 23 (double sided) and have it laminated. This sign is for rooms that are permanent designated lactation spaces. Breastfeeding employees can flip it over when they are using the room to prevent intrusion. The breastfeeding employee can use a dry erase marker to write the time the room will be available. When they are done, they can use a spray bottle with water and a paper towel to erase it.

Breastfeeding Support Poster

This poster can be hung up in breakrooms or locker rooms. It displays continuous support for breastfeeding in the workplace.

Prioritized Lactation Space



EAT LOCAL

We Support Breastfeeding!

Please be courteous and vacate this room if a person needs to breastfeed the baby or pump.

Designated Lactation Space



EAT LOCAL

We Support Breastfeeding!

*This space is for people who need to
breastfeed their baby or pump.*

STOP

**Breastfeeding/Pumping
IN PROGRESS**



Please Do Not Disturb

This room will be available at:

WE SUPPORT

We support our breastfeeding employees' commitment to provide their child with the healthiest food nature has to offer: their own parent's milk.

If you need lactation accommodations, please talk to your supervisor.

By working together, you can reach your breastfeeding goal.



EAT LOCAL

Additional Resources

COOS COUNTY

Coos Health & Wellness

The local health department is a proud advocate of breastfeeding. If you have any questions, Coos Health & Wellness is happy to help.

Visit Coos Health & Wellness' website for more information including breastfeeding videos and downloadable booklet.

cooshealthandwellness.org



OREGON

Technical Assistance for Employers:

Oregon Bureau of Labor and Industries

Frequently asked questions about the lactation accommodation law.

oregon.gov/boli/TA/Pages/T_FAQ_Expression_breast_milk.aspx

Oregon Health Authority

The state health department has a lot of good resources around breastfeeding.

healthoregon.org/bf

NATIONAL

The Business Case for Breastfeeding

Free resources with bottom-line benefits for employers establishing comprehensive lactation support programs; easy steps for implementing; options for space, time, education, and support; reproducible templates that can be tailored to the business; and employee educational materials. Published by the U.S. Department of Health and Human Services Maternal and Child Health Bureau. womenshealth.gov/breastfeeding

Centers for Disease Control and Prevention

Information and research on all aspects of breastfeeding.

cdc.gov/breastfeeding

United States Breastfeeding Committee

Links to numerous national resources and a listing of state breastfeeding coalitions.

usbreastfeeding.org

United States Surgeon General Surgeon General's Call to Action to Support Breastfeeding

Information on the importance of breastfeeding and why everyone needs to support breastfeeding.

<https://www.hhs.gov/surgeongeneral/reports-and-publications/breastfeeding/factsheet/index.html>

Parenting in the Workplace Institute

Research and resources for the implementation of formal programs in which parents can bring their children to work and care for them while doing their jobs.

babiesatwork.org

Works Cited

Business Case for Breastfeeding

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Making Breastfeeding Work for Employers

Boulder County Public Health (Colorado)

<https://www.bouldercounty.org/families/pregnancy/breastfeeding/breastfeeding-friendly-health-care/>

Mothers' Employment After Childbirth: The timing of mothers' employment after childbirth

Bureau of Labor Statistics, Monthly Labor Review, June 2008

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The Surgeon General's Call to Action to Support Breastfeeding

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