

Promoting Employee Wellness Through Breastfeeding Support

Employer Responsibilities

Workplace Accommodations for Nursing Mothers Act

All Colorado employers are required to make the following accommodations for breastfeeding employees:

- ◆ provide reasonable time (unpaid or paid break and/or meal time) for mothers to express milk at work
- ◆ make reasonable efforts to provide suitable, private space for this purpose
- ◆ not discriminate against women for expressing milk in the workplace

The full text of the law can be found at www.cobfc.org.

Employers Benefits

Supporting a breastfeeding employee brings a business a 3:1 Return on Investment (ROI) through:

- ◆ Lower health care costs
- ◆ Lower employee absenteeism rates due to healthier babies
- ◆ Lower turnover rates
- ◆ Higher employee productivity and loyalty
- ◆ Enhances company image in the eyes of customers, potential employees, and the community at large

Source: U.S. Department of Health and Human Services, www.womenshealth.gov

How to Comply With the Law and Meet the Basic Needs of Breastfeeding Employees

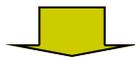
Develop a lactation policy and inform employees

Include the rationale for the policy and describe the accommodations available. Communicate how the business supports breastfeeding employees regularly and include at new employee orientation, highlighting the business advantages.



Provide privacy for milk expression and allow for flexible breaks

This can be a woman's private office if it locks or a designated lactation room. If a small room cannot be designated, be creative! Employees have used spare/borrowed offices, dressing rooms, a cubicle area with a privacy screen, conference rooms, or inventory rooms. For ideas visit www.womenshealth.gov, Employer solutions. Space must be clean, private and have an electrical outlet. Public restrooms or a toilet stall are **NOT** appropriate or compliant with the law.



Promote a supportive environment

A positive, accepting attitude from upper management, supervisors and coworkers will help a breastfeeding employee feel confident and be successful.

Fast Health Facts

Babies who are **NOT** breastfed are: 100% more likely to have middle ear infections, 250% more likely to suffer lower respiratory diseases, 35% more likely to develop asthma, and 65% more likely to develop Type 2 Diabetes.

Mothers who do **NOT** breastfeed are: 40% more likely to develop breast cancer, 25% more likely to develop ovarian cancer, and 5-15% more likely to suffer from Type 2 Diabetes.

Source: Breastfeeding and Maternal and Infant Health Outcomes in Developed Countries* (April 2007) U.S. Department of Health and Human Services, Agency for Healthcare Research and

Breastfeeding and Work



Let's make it work!

World Breastfeeding Month, August 2015

For breastfeeding support and resources:

Colorado Breastfeeding Coalition:
1-844-COBFC-4U/www.cobfc.org

Local WIC office:
1-800-688-7777

Colorado Department of Public Health and Environment: Breastfeeding in the Workplace resources
www.breastfeedcolorado.com