

Lactation Accommodation & Support in the Workplace



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Call to Action to Support Breastfeeding

Breastmilk feeding has a profound impact on health outcomes. The evidence demonstrating the value of human milk on maternal and child health is scientific, robust, and continually strengthened by new research.

The Surgeon General's Call to Action to Support Breastfeeding ensures that employers establish and maintain comprehensive, high-quality lactation support programs for their employees.

In the U.S., a majority of mothers return to the workplace by the time their infants are 6 months old. When returning to work, workplace lactation accommodations are critical to maintaining breastmilk production and feeding. Under federal law, employers are required to provide their employees with time and space to pump breastmilk.

Lactation supportive policies and programs at the workplace enable women to continue providing human milk for their infants for significant periods after they return to work.

High-quality lactation programs not only provide time and space for breastmilk expression, they also provide employees with breastmilk feeding education, access to lactation consultation, and pumping and storage equipment and supplies.



How to Establish a Breastmilk Feeding Friendly Environment

01

Contact the University of California Health Milk Bank for pumping, storing, lactation room recommendations, and milk donation resources

02

Create a Breastmilk Feeding Friendly worksite by creating a comprehensive workplace policy and lactation room(s)

03

Develop informational materials for lactating employees returning from maternity leave including information regarding lactation room access and pumping/breastfeeding resources



Love in every drop

UC Health Milk Bank

How can we help?

1. How to set up a lactation room including setting up the room and equipment, freezer requirements, help with plans
2. Pumping bags
3. Breastmilk freezer
4. Microwave for sterilization
5. Breastmilk donation information



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Employer Resources

California Breastfeeding Coalition

- Supporting Breastfeeding and Lactating Employees: What Employers Need to Know

FLSA Protections to Pump

Limerick Whole Parent Harmony Program

U.S. Department of Health & Human Services -The Business Case for Breastfeeding

- Easy Steps to Supporting Breastfeeding Employees
- Policy for Supporting Breastfeeding Employees
- Supporting Nursing Moms at Work: Employer Solutions
- Steps for Creating a Breastfeeding Friendly Worksite
- Timeline for Implementing a Lactation Support Program



Employee Resources

American Academy of Pediatrics

- [American Academy of Pediatrics Breastfeeding Resources](#)
- [HealthyChildren Texting Program](#)
- [Federal Support for Breastfeeding](#)

California Breastfeeding Coalition

- [Going Back to Work](#)

Center for Disease Control

- [About Breast Pump Hygiene](#)
- [Breastfeeding](#)
- [Breastfeeding and Returning to Your Workplace](#)
- [Breastmilk Storage and Preparation](#)

[WIC Breastfeeding Support](#)

- [Expressing and Pumping Going Back to Work](#)
- [Learning about breastfeeding is the first step](#)



Employee Resources

Other Parenting and Breastfeeding Resources

- [Breastfeeding and Going Back to Work](#)
- [Stanford Medicine Getting Started with Breastfeeding](#)
- [Power Pumping to increase milk supply](#)
- [Employees Guide to Breastfeeding and Working](#)
- [The Lactation Network](#)
- [KellyMom](#)

Do you have extra milk?

Your vital gift of milk donation can help save a vulnerable infant.

Learn more: [University of California Health Milk Bank](#)