

Organizational Development Resource:

Supporting Breastfeeding Employees



Enclosed:

NNPHI's Lactation Policy and designation as a Breastfeeding-Friendly Workplace Champion by the Mary Amelia Women's Health Center and the Louisiana.

Background

As part of our family-friendly policies and benefits, NNPHI supports breastfeeding mothers by accommodating an employee who wishes to express breast milk during her workday when separated from her nursing child. For up to one year after the child's birth, any employee who is breastfeeding will be provided reasonable break times to express breast milk.

Company Responsibilities

Employees shall be provided a private place to express milk. The NNPHI New Orleans office has established a wellness room that will serve as a lactation room in its primary capacity. These rooms provide for a private, sanitary place where breastfeeding employees may express their milk during work hours. These rooms will provide an electrical outlet, comfortable chair, refrigerator and nearby access to running water. Employees may use their private office area to express milk, if preferred. Employees who work offsite or in other locations will be accommodated with a private area as necessary.

The NNPHI NOLA Office wellness room is reserved for the primary purpose of breast milk expression and the refrigerator is reserved for the storage of breast milk. The secondary purpose of the room is to provide employees with a supportive environment that supports overall employee wellness. The vacant/not vacant sign located outside of room should be used to designate that the room is in use.

Employees shall be provided flexible breaks during the workday to accommodate milk expression. For time above and beyond normal lunch and breaks, sick leave/ annual leave must be used.

Since breastfeeding has been shown to be the superior form of infant nutrition, providing a multitude of health benefits to both infants and mother, NNPHI is committed to providing a policy and environment to support a lactation wellness program.

Employee Responsibilities

Breastfeeding employees will communicate with their supervisor(s). Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and NNPHI.

Employees should provide their own containers, clearly labeled with the employee's name and date collected. Any nonconforming products stored in the refrigerator may be disposed of. Employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration and tampering. Those using the refrigerator are responsible for keeping it clean.



May 9, 2016

Erin Fitzgerald
Manager
National Network of Public Health Institutes
1100 Poydras Street, Suite 950
New Orleans, LA 70163

Dear Erin Fitzgerald,

This letter confirms that the National Network of Public Health Institutes has been designated as a Breastfeeding-Friendly Workplace Champion by the Mary Amelia Women's Health Center and the Louisiana Breastfeeding Coalition. The National Network of Public Health Institutes has received this designation because it provides time, space, and support for employees who breastfeed or pump milk to feed their babies.

As a Breastfeeding-Friendly Workplace Champion, the National Network of Public Health Institutes will be listed on our web site (<http://womenshealth.tulane.edu>) and included in press releases. We also invite you to display our Breastfeeding-Friendly Workplace program logo on your web site, in printed materials, or in your office.

Businesses that support employees who are breastfeeding have lower health care costs, lower turnover, higher productivity and morale, and positive public image in their communities. To qualify as Breastfeeding-Friendly Workplace Champion, workplaces must offer:

- reasonable break time for working mothers to pump breast milk each time they need to throughout the day;
- one or more permanent breastfeeding rooms, or a clean, private, and safe space with an outlet, other than a toilet stall that mothers can use for lactation when needed;
- a working sink near the breastfeeding location where mothers can clean pumping equipment;
- and lactation support communicated to all current and future employees.

Breastfeeding-Friendly Workplace Champions also have written policies to support breastfeeding in the workplace.

We recognize businesses as Breastfeeding-Friendly Workplace Champions to honor the work that family-friendly businesses are doing to support the health and well-being of women and children in our community. We congratulate you on receiving this designation, and thank you for supporting your employees.

Sincerely,
Louisiana Workplace Breastfeeding Support Program



MARY AMELIA
DOUGLAS-WHITED
COMMUNITY WOMEN'S HEALTH
EDUCATION CENTER

