



WHAT CAN YOU DO TO SUPPORT YOUR COMMUNITY & EMPLOYEES WHEN IT COMES TO BREASTFEEDING?

1) KNOW THE LAWS

- Become familiar with the Federal and State laws. See the brochure “Jackson County Breastfeeding Family Business” for more information and resources.

2) FIND A SPACE

- Space must be:
 1. Private
 2. Cannot be a bathroom

3) WORKING OUT A SCHEDULE

- Must provide reasonable break time for milk expression or nursing up to child’s 1st birthday.
- Cannot reduce employee compensation for the time used for expressing milk.
- ✓ Work out a schedule that works for you and your employee.
- ✓ Can split lunch hour in half, adjust start and stop times, or allow employee to work while pumping (phone calls, reading, etc.)

4) FLEXIBILITY & COMMUNICATION

- ✓ Be flexible and have good communication with your employee.

5) DEVELOP LACTATION POLICY

- ✓ Develop a lactation policy for your business that:
 - 1) Provides consistency
 - 2) Helps ensure compliance
 - 3) Defines role and responsibilities
 - 4) Can help mom decide when to return back to work

6) OTHER THINGS TO CONSIDER

- ✓ Some businesses allow mom to bring her breastfeeding infant to work with her for the first 3, 6, 9 or 12 months. How does this fit into your business model?
- ✓ Provide a dedicated lactation room for your staff and customers; which level would work for your business, Bronze, Silver or Gold?



CERTIFICATION AWARDS

Awards are given to those businesses who provide the following resources shown below:

Bronze Award

___ Flexibility in work schedules to provide time for milk expression:

- ___ lunch times
- ___ work start / stop times
- ___ break times

___ Private, clean, non-bathroom space with:

- ___ locking door
- ___ chair
- ___ electric outlet
- ___ table/shelf for pump

Silver Award

___ All of the requirements for the Bronze Award, plus

- ___ sink within close proximity
- ___ comfortable chair
- ___ refrigerator on site

Gold Award

___ All of the requirements for the Silver Award, plus

- ___ Electric pump and/or accessory kits or subsidize the purchase of pump/kit
- ___ Educational materials for all employees on the benefits of breastfeeding
- ___ Educational materials for all employees on supporting breastfeeding co-workers

___ And at least one of the following:

- ___ Lending library of breastfeeding resources
- ___ List of local breastfeeding resources
- ___ Lactation consulting services

Additional Services

___ Workplace support groups for breastfeeding employees

___ Other: _____

Jackson County Health Department (JCHD) will provide signs, certification and promotional materials. Great job! Thank you for supporting breastfeeding moms & babies.

