

# Improve Your Workplace Through Breastfeeding Support

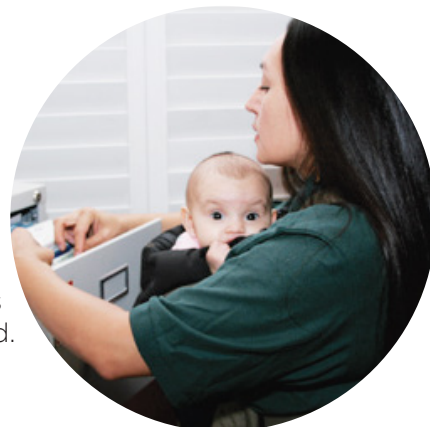
UAMS Community Health and Research - Community Programs

Providing a safe, comfortable space for nursing mothers to express breastmilk doesn't just benefit the employee. Employers who support breastfeeding in the workplace experience lower turnover and absenteeism rates, often at little cost.



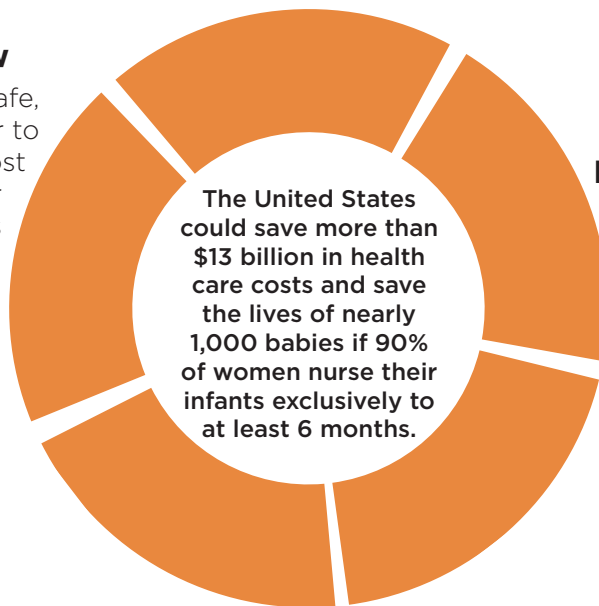
## Get More From Your Employees

Companies that provide accommodations for mothers to express breastmilk see lower absenteeism rates, due to healthier babies and less time taken off by mothers and fathers to care for their child.



## It's the Law

Not only will providing a safe, comfortable space for a mother to express milk or breastfeed help boost employee morale and save your company in healthcare costs - it's also the law.



## Be Flexible

Breastfeeding mothers need to express milk 2-3 times per work day. Breaks to express milk take only around 15-30 minutes.



## Send the Right Message

By incorporating policies and procedures to ensure healthy breastfeeding practices, you'll send a message to your employees that they're a priority. This will also help breastfeeding employees feel comfortable about returning to work while they're still nursing.



## Learn More

For more information about how you can support breastfeeding in the workplace, contact Karra Sparks at [KDSparks@UAMS.edu](mailto:KDSparks@UAMS.edu)

Sources: Carolina Global Breastfeeding Institute; "The Business Case for Breastfeeding for Business Managers"; New York State Department of Health

# What We Can Do For You

The UAMS Office of Community Health and Research is proud to provide businesses and organizations with resources so they can better serve their employees' breastfeeding needs. Our services include, but are not limited to:

## Implement

### Space

- Assisting with creating or identifying a space for an employee to comfortably and safely express milk during the workday.
- Provide lactation room options to support the breastfeeding employee.

### Flexible Breaks and Work Options

- Reviewing policies to support a new mother, including flexibility with break times and work transition options.
- Making recommendations to support a new mother through policies and work transition options.

### Workplace Support

- Create company-specific trainings on basic needs of breastfeeding employees for company training programs with managers and supervisors.

### Education and Training

- Facilitated trainings and resources for leaders on lactation support program options, including sample policies, basic lactation room amenities, breast pump equipment, and mother-to-mother support for the provision of new mothers disseminating the toolkit "Business Case for Breastfeeding."
- Opportunities to be recognized through media and success stories.
- Provide community and other resources like books, posters, videos, and educational materials/curriculum for prenatal and postpartum breastfeeding support.

## Adopt

### Breastfeeding Support Program and Guidelines Development

- Assist with developing breastfeeding support policy for employees in conjunction with individual business leadership and key staff to accommodate nursing mothers at work and support for compliance with the law.

### Technical Assistance and Support

- Assist with lactation room creation and provide other supporting documents, including feedback form for breastfeeding employees.
- Identify ways an employer can document the progress and value of the lactation support program.
- Technical assistance as needed to overcome barriers, including one-on-one sessions and interactive trainings.

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