



Parenting in the Workplace Institute

Bringing New Life to the Workplace

2223 South Highland Dr., #E6-168, Salt Lake City, UT 84106

BabiesAtWork.org

(801) 897-8702

Info@BabiesAtWork.org

Federal Government Support for Babies at Work

The Surgeon General's Call to Action to Support Breastfeeding – 2011

<http://www.surgeongeneral.gov/library/calls/breastfeeding/calltoactiontosupportbreastfeeding.pdf>

Pages 52-53 of Call to Action

“Action 15. Expand the use of programs in the workplace that allow lactating mothers to have direct access to their babies.”

“Possible strategies for working mothers include having the mother keep the baby with her while she works, allowing the mother to go to the baby to breastfeed during the workday, telecommuting, offering flexible work schedules, maintaining part-time work schedules, and using on-site or nearby child care centers.”

“Identify and promote innovative programs that allow mothers to directly breastfeed their babies after they return to work. These innovative solutions can then be widely disseminated to businesses and other employers. The Business Case for Breastfeeding resource kit was adapted recently to apply specifically to the conditions in Fortune 500 companies. Organizations can use case studies of programs already functioning successfully in such large businesses or agencies as models for implementing programs.”

U.S. Department of Health and Human Services, Office on Women's Health

<http://www.womenshealth.gov/breastfeeding/employer-solutions/common-solutions/direct-access.html>

Direct Access to Baby

“A growing number of businesses make it possible for nursing mothers to breastfeed their infant during the workday. This can be a solution for businesses with limited space to express milk.

Options for direct access to the baby at work include the caregiver bringing the baby to the employee for feedings, telework, and having the baby at work full-time. Businesses that accommodate direct access to babies report that employees and their babies are happier and more satisfied. Women also report that their milk production is higher.”

<http://www.womenshealth.gov/breastfeeding/employer-solutions/common-solutions/direct-access/at-work.html>

Baby Is at Work Full-time

“A growing number of businesses make arrangements for women to care for their young infant at work with them full-time in their work space. This may be a workable solution for women in appropriate work environments such as small retail stores, restaurants, or office settings. It may not be feasible for certain types of industries such as manufacturing or hospital care. Most businesses set a limit of 6 to 12 months, or until the baby becomes active.

Mothers with a baby at work may need privacy for direct breastfeeding and an area to care for the baby. Clear communication between the supervisor, employee, and co-workers is critical. Many businesses find full-time babies at work to be an important part of a family-friendly platform.”