



Niagara County Department of Health Accommodations for Breastfeeding in the Workplace

While the Niagara County Department of Health (NCDOH) recommends that workplaces strive to achieve many of the elements within the “Additional Accommodation’s” section, workplaces which satisfy all elements in the first section qualify for Breastfeeding Friendly Workplace designation.

We understand that not all of the elements can be applied to every workplace situation. This sheet is offered as a guide to understanding what the minimum qualifications are and to explore additional accommodations that may be incorporated. If you have questions, please contact the Niagara County Department of Health, Director, Division of Planning, for support at 716-439-7431.

Additional information may be found at: <http://www.breastfeedingpartners.org/images/pdf/ForEmployersFINAL.pdf> or <http://www.womenshealth.gov/breastfeeding/employer-solutions/index.html>

Niagara County Department of Health Breastfeeding Friendly Workplace Designation:

- Room or other private location is available (not a restroom) that locks from the inside, has an electrical outlet, chair, table and access to nearby running water
- Employee provides own pump
- Employee stores milk in a personal cooler
- Employee takes usual lunch and break times (two to three 15-20 minute breaks) to express milk; extra time is considered unpaid leave time
- Company makes breastfeeding information available (e.g. NCDOH Breastfeeding Brochure)
- Support from company managers, supervisors and co-workers (ensuring protection from discrimination)

Additional Accommodation’s

- Worksite has a lactation support policy
- Worksite has a lactation support policy that includes protection for pregnant and breastfeeding women from harassment and discrimination
- Established company training programs include information about workplace lactation policy
- Lactation support contacts and information is provided with company new employee orientation/paperwork

- Designated private lactation room
- Designated space has room dividers for multiple mothers to express milk at the same time

- Expanded paid breaks for expressing milk or breastfeeding
- Extra time that may be needed is made up as part of a flexible schedule (coming in early, staying late, etc.) or is paid

- Employer pays for rental of a breast pump, or provides a hospital-grade multi-user electric breast pump that is purchased or rented
- Employer subsidizes the cost of attachment kits for hospital-grade pump
- Employer provides an onsite multi-user pump and attachment kits

- Employee stores milk in a common staff refrigerator
- Employee stores milk in a refrigerator dedicated for human milk storage

- Employees may bring young babies to work and are encouraged to breastfeed on demand
- Care givers may bring the child to mother for feedings
- On-site child care is provided with accommodation for breastfeeding