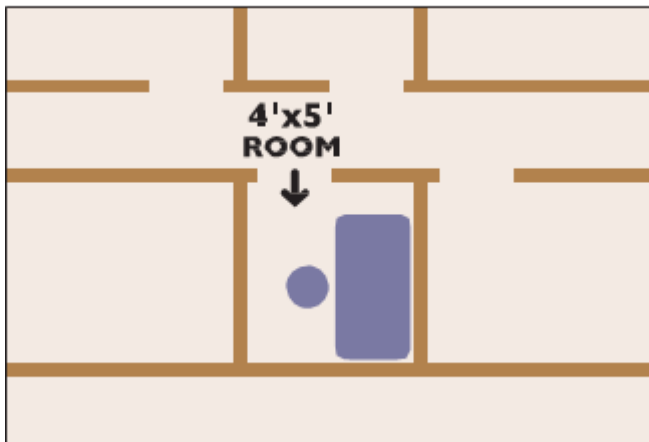


Workplace Lactation Accommodation Options

	Basic Services	Advanced	State of the Art
Lactation Room Options	Electrical Outlet (standard 110V)	Electrical Outlet (standard 110V)	Electrical Outlet (standard 110V)
	Room locks from the inside	Room locks from the inside	Room locks from the inside
	Comfortable chair	Comfortable chair, footstool	Recliner
	Table or flat surface to hold the breast pump	Table or flat surface to hold the breast pump	Table or flat surface to hold the breast pump
	Disinfectant wipes	Disinfectant wipes	Disinfectant wipes
	Room is located near a source of running water	Room has a sink	Room has a sink
	Employee brings her own breast pump	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 or provides a portable electric breast pump, or provides a hospital-grade multi-user electric breast pump
			Breast pumps are also provided for employee's female spouse/partner
	Employee brings her own attachment kit if hospital-grade pump is used	Employer subsidizes the cost of attachment kits for hospital grade pump	Employer provides the attachment kit for employees
	Employee stores milk in a public area refrigerator or personal cooler	Employer provides personal coolers for storing milk	Employer provides a small refrigerator within the room for storing milk
	Mirror	Mirror	Mirror
	Clothes hook	Clothes hook	Clothes hook
	Room instruction manual	Room instruction manual	Room instruction manual
	Room is clean	Room is clean	Room is clean
	Bulletin board for posting baby photos and notes of support	Bulletin board for posting baby photos and notes of support	Bulletin board for posting baby photos and notes of support
		Educational resources are available	Educational resources are available
		Desk or table top space is provided	Desk or table top space is provided
		Attractive wall hangings, floral arrangement, etc.	Attractive wall hangings, floral arrangement, etc.
			Telephone is available for employee to check voicemail messages
			Computer terminal with VS PC/internet access is available

	Basic Services	Advanced	State of the Art
Milk Expression/Child Feeding	Employee takes usual lunch and break times to express milk; extra time needed is considered unpaid leave time	Extra time that may be needed is made up as part of a flexible schedule (coming in early, staying late, etc.)	Break time is considered paid time, whether the employee goes over the allotted break time or not
Education	Company makes pregnancy and breastfeeding pamphlets, books, and videos available	Company offers classes on pregnancy and breastfeeding during the lunch hour	Education is available for both parents
Lactation Consultants	Company provides mothers with names of lactation consultants and other resources in the community	Company contracts with an IBCLC or other lactation expert to assist employees with their questions or concerns	Contract lactation expert services are available for employees or employee's female spouse/partner
Other Workplace Supports	Names of local support group meetings are available to employees; a bulletin board for sharing notes of encouragement provided in lactation room	Company hosts regular support group meetings	Providing electronic options for staying connected in the lactation room and at home
	Company provides onsite childcare for quick and easy direct access to the baby during breaks	Company allows mother to bring the baby to work during the first few months	Company provides onsite childcare for quick and easy direct access to the baby during breaks or allows mother to bring the baby to work during the first few months



The architectural drawing in this figure is one example of how to set up a lactation room. Space options include:

- A little used existing office space or other room;
- A clean, infrequently used closet or small storage area;
- Sectioning off a small corner of a room with either permanent walls or portable partitions;
- A walled off corner of a lounge adjacent to the women's restroom; and
- Adapting a "small unused space" that is not utilized well for other needs.

Content adapted from: Slavitt W, editor. Investing in Workplace Breastfeeding Programs and Policies: An Employer's Toolkit. Washington, DC: Center for Prevention and Health Services, National Business Group on Health; 2009, and The Business Case for Breastfeeding: Easy Steps to Supporting Breastfeeding Employees, US Dept. of Health and Human Services (<http://mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/>)