

## How to Make Your Business Breastfeeding-Friendly



- **Post the international breastfeeding symbol.** The symbol is available for free, high-resolution download at [www.breastfeedingsymbol.org/download](http://www.breastfeedingsymbol.org/download).
- **Be friendly!** Don't ignore breastfeeding moms; smile, make eye contact, and interact with them like you would any other customer.
- **Adapt the environment.** If your business is one that deals with large numbers of mothers of young children, you may consider dedicating a space to be a mother's lounge: a clean, baby-safe area with comfortable seating, changing tables, and potentially a sink and other amenities.
- **Employee training:** Each and every employee must be fully aware of the company's policies (and state and federal laws) regarding breastfeeding and the expressing of milk. **Alaska Statutes specifically protect the right of a mother to breastfeed in public or in private** (AS 29.25.080 and 01.10.060), and it is thus unlawful for a person or business to require a woman to stop nursing, relocate to nurse, or cover up to nurse. Every employee should be aware of the expectations surrounding breastfeeding, both in terms of coworkers who may express milk and customers/clients who may breastfeed on the premises.
- **Develop a written policy on breastfeeding and expressing breast milk.** The 2010 revisions to the Fair Labor Standards Act require employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express milk, in a private room other than a bathroom. Many employers find a written policy which addresses all aspects of the law and which designates locations for expressing milk, etc, to be a helpful reference and training tool.
- **Get local support.**  
Fairbanks Breastfeeding Coalition <http://breastfeedfairbanks.blogspot.com/>  
Alaska Breastfeeding Coalition <http://www.alaskabreastfeeding.com/>  
Fairbanks Regional Public Health Center (907) 452-1776
- **Get outside resources.**  
United States Breastfeeding Committee - Workplace Support in Federal Law  
<http://www.usbreastfeeding.org/Workplace/WorkplaceSupport/tabid/105/Default.aspx>

United States Breastfeeding Committee - Workplace Accommodations to Support and Protect Breastfeeding

<http://www.usbreastfeeding.org/Portals/0/Publications/Workplace-Background-2010-USBC.pdf>

U.S. Department of Health and Human Services - The Business Case for Breastfeeding

<http://www.womenshealth.gov/breastfeeding/government-in-action/business-case-for-breastfeeding/>

Centers for Disease Control and Prevention - Lactation Support Program

<http://www.cdc.gov/nccdphp/dnpao/hwi/toolkits/lactation/index.htm>

National Business Group on Health - Breastfeeding in the Workplace

<http://www.businessgrouphealth.org/benefitsttopics/topics/0093.cfm?topic=0093&desc=Breastfeeding%20in%20the%20Workplace>