



## Breastfeed Orange NC Community Partner and Employer Designation Information Sheet

Become a Breastfeeding Family Friendly Employer and Community Partner. The payoff is significant!

- Lower your healthcare and insurance costs due to healthier babies and parents.
- Reduce the rate of absenteeism due to infant illness.
- Lower employee turnover rates.
- Improve employee and customer loyalty and satisfaction.

Check out the Office of Women's Health [Supporting Nursing Moms at Work: Employer Solutions](https://www.womenshealth.gov/supporting-nursing-moms-work/employer-solutions) (<https://www.womenshealth.gov/supporting-nursing-moms-work/resources>) for ways to support your lactating employees.

### **Breastfeed Orange NC Community Partner Designation**

Community Partners support nursing customers, members, and patrons. To become a Community Partner, your business needs to attest to the following:

- Breastfeeding, chestfeeding, and human milk feeding families are always welcome and respected. They will never be treated poorly, asked to stop nursing, or asked to cover up or move.
- Our business/organization does not advertise infant formula or related products directly to families.
- We support all breastfeeding, chestfeeding, and human milk feeding families inclusive of their race, ethnicity, immigration status, nationality, creed, age, sexual orientation, gender identity, family structure, primary language, ability, or class.

### **Breastfeed Orange NC Employer Designation**

Breastfeed Orange NC Employers support lactating employees. To receive the Employer award, your business or organization needs to attest to the Community Partner statements above and to the following:

#### **Required**

- All lactating employees are allowed breaks to express milk or nurse their children.
- All lactating employees are allowed access to a private space for expressing milk. The location is shielded from view and includes an electrical outlet. The space is not a bathroom.
- The space has a hand hygiene station (hand sanitizer or sink nearby).

#### **Optional but recommended**

- The space is lockable.
- We have a written lactation support policy, and we share it with our staff to ensure awareness of workplace support. (Link to a policy sample: [https://breastfeedorangenc.org/app/uploads/2023/11/Employee-Lactation-Policy-Template\\_112023.pdf](https://breastfeedorangenc.org/app/uploads/2023/11/Employee-Lactation-Policy-Template_112023.pdf))

- Supervisors are encouraged to work with lactating employees in making reasonable accommodations to help them reach their goals.

To be recognized as a **Breastfeed Orange NC Community Partner and Employer**, complete the short **application** on the Breastfeed Orange NC website: <https://breastfeedorangenc.org/>



**Once designated**, you will receive a “Breastfeeding Welcome” 3”x3” window cling to display, and your business or organization can be listed on the Breastfeed Orange NC website.

The Breastfeed Orange NC team also can share your information with the NC Breastfeeding Coalition to list on their website ([www.ncbfc.org](http://www.ncbfc.org)).