

Making Breastfeeding Work: Worksite Self-Assessment



This tool was modified from Boulder County Public Health's *Making Breastfeeding Work*.

Business Name _____ Contact Person _____

Email _____ Phone _____

Type of business sector: For-profit ____ Nonprofit ____ Government ____ Other _____

Type of industry _____

Number of employed women of childbearing age (15-44) _____

Percent of your overall workforce who are women _____

Departments that employ higher proportions of women _____

Check all that apply.

Policy: *An explicit policy or set of guidelines outlining organization support for breastfeeding employees*

Progressing	Breastfeeding Friendly	Breastfeeding Advocate
<input type="checkbox"/> We do not have a breastfeeding policy. <input type="checkbox"/> Our breastfeeding policy is informal and is not written or regularly communicated to staff. <input type="checkbox"/> We are aware of the 2008 Colorado Workplace Accommodation for Nursing Mothers Act (WANMA), including accommodating mothers after her child is born and up to 2 years later. <input type="checkbox"/> There are significant barriers to developing a breastfeeding policy. These barriers include: _____ _____ _____ _____ _____ _____ _____	<input type="checkbox"/> We have a written breastfeeding policy but it is not regularly distributed to all employees. <input type="checkbox"/> We have a written policy and it is distributed or communicated to all employees at least once a year. <input type="checkbox"/> Our policy complies at the minimum requirements with WANMA. <input type="checkbox"/> There barriers to developing a policy that exceeds the WANMA. These barriers include: _____ _____ _____ _____ _____ _____	<input type="checkbox"/> Breastfeeding policy-related information is provided to all new hires. <input type="checkbox"/> Breastfeeding-related training is provided to all new managers. <input type="checkbox"/> Our breastfeeding insurance plan covers breastfeeding equipment or services OR we educate on breastfeeding-related benefits available on the Affordable Care Act. <input type="checkbox"/> Our insurance plan notifies employees that we are a breastfeeding friendly workplace. <input type="checkbox"/> We contract with a lactation consultant to provide services for breastfeeding employees. <input type="checkbox"/> Management initiates discussions for breastfeeding support and resources with employee <i>before</i> maternity leave. <input type="checkbox"/> Our policy allows babies to come to work or to be brought to work to nurse at intervals throughout the day. <input type="checkbox"/> Our policy exceeds the minimum requirements set by WANMA.

Time: Workplace flexibility

Progressing	Breastfeeding Friendly	Breastfeeding Advocate
<p><input type="checkbox"/> There are significant barriers to mothers scheduling breaks and work patterns to provide time to breastfeed or express/pump breast milk during the workday. These barriers include:</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p><input type="checkbox"/> We accommodate nursing mothers for up to 1 year after the child’s birth.</p> <p><input type="checkbox"/> We provide unpaid break time for employees to express milk.</p>	<p><input type="checkbox"/> There are a few barriers to mothers scheduling breaks and work patterns to provide time to breastfeed or express breast milk during the workday. These barriers include:</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p><input type="checkbox"/> We accommodate nursing mothers for up to 2 years after the child’s birth.</p> <p><input type="checkbox"/> We provide paid break time or flex time to express breast milk.</p>	<p><input type="checkbox"/> There are few or no barriers to mothers scheduling breaks and work patterns to provide time to breastfeed or express breast milk during the workday.</p> <p><input type="checkbox"/> Employees can bring breastfeeding infants to work.</p> <p><input type="checkbox"/> Childcare is available and accessible to employees and accommodation to breastfeeding.</p> <p><input type="checkbox"/> We accommodate nursing mothers for over 2 years after the child’s birth.</p> <p><input type="checkbox"/> We provide paid break time and paid flex time to express breast</p>

Space: Accessible, clean, private, and safe space other than a bathroom for employees to express or pump breast milk

Progressing	Breastfeeding Friendly	Breastfeeding Advocate
<p><input type="checkbox"/> There is no designated breastfeeding room(s) available.</p> <p><input type="checkbox"/> Breastfeeding rooms are only available and identified as the need arises.</p> <p><input type="checkbox"/> There are significant barriers to providing permanent breastfeeding room(s). These barriers include:</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p><input type="checkbox"/> Prioritized breastfeeding room(s) are identified and can be used by employees as needed.</p> <p><input type="checkbox"/> Breastfeeding room(s) are solely designated as breastfeeding rooms for employees.</p> <p><input type="checkbox"/> Breastfeeding room(s) have a comfortable chair, table, and electrical outlet.</p> <p><input type="checkbox"/> Breastfeeding room(s) have a lock on the door, signage indicating use or some privacy protocols.</p> <p><input type="checkbox"/> Breastfeeding room(s) are located within close proximity to the employee’s work station.</p>	<p><input type="checkbox"/> A functioning sink is in proximity to the pumping space for employees to clean pumping equipment.</p> <p><input type="checkbox"/> Refrigerator is prioritized for breast milk storage in proximity to the pumping space.</p> <p><input type="checkbox"/> Breastfeeding-friendly messaging and/or graphics are around the workplace.</p> <p><input type="checkbox"/> We have electric breast pumps available for employees at the workplace.</p> <p><input type="checkbox"/> We have breast pump kits available for breast feeding employees.</p> <p><input type="checkbox"/> We publicize that customers/clients may breastfeed in public spaces.</p> <p><input type="checkbox"/> The public has access to use breastfeeding room(s).</p> <p><input type="checkbox"/> We have a baby changing station proximal to the breastfeeding room(s).</p>

If you would like help complying with WANMA or would like to receive more information please contact:

(Insert contact information here) **THANK YOU!**

