

How to Design a Corporate Lactation Program

Learn how your organization can support
breastfeeding employees and new parents
returning to work.



Healthy Horizons



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Healthy Horizons was founded
in 1991 with a mission to
empower breastfeeding parents
at work and at home.

BALANCING FAMILY & WORK

By the Numbers

On average, each year 2.3%
of people in the workforce will
have a new child



estimate based on 2020 BLS and U.S. Census data

60%

of working parents
have experienced
burnout



Top Ways to Empower & Retain
Employees After a New Baby

Adequate Parental Leave & Pay Equity

Work-Life Flexibility

Family Health & Wellness Support

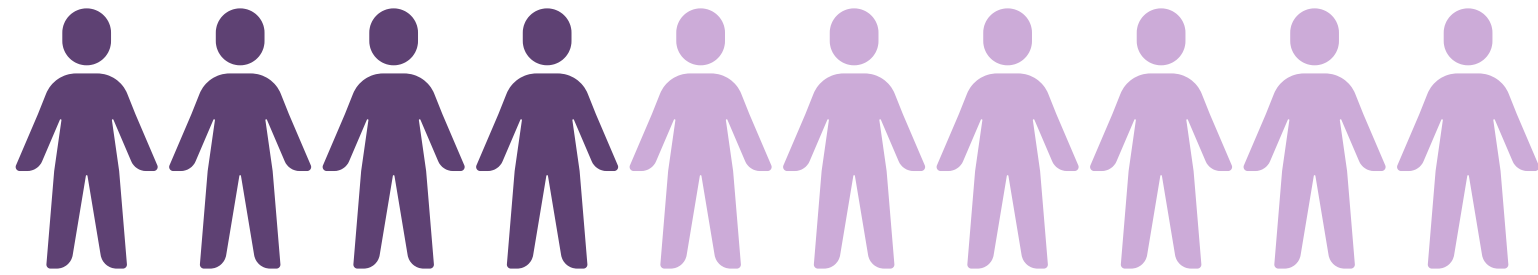
Breastfeeding / Pumping

Accommodations

Supportive Workplace Community

43%

of women leave the workforce after having a child due to lack of new mother support



<https://www.census.gov/library/stories/2020/08/parents-juggle-work-and-child-care-during-pandemic.html>

60%

better retention rate when lactation support is provided

Companies with Lactation Support

94%

National Average

59%

<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/how-workplaces-can-support-returning-mothers.aspx>

4



15%

increase in employee productivity reported by Healthy Horizons clients

Corporate Lactation Programs...

- ✓ Make It Easier for New Moms to Return to Work
- ✓ Reduce Employee Stress
- ✓ Improve Perception of Employer
- ✓ Support Workplace Diversity

Understanding Stressors for Working Parents

Workplace support and flexibility will help parents transition back to work after a baby and successfully adapt to new family roles.



Separated from their infant.



Resuming work after parental leave.



Physical & emotional stress.



Childcare & doctor appointments.



Night feeding & lack of sleep.

Create a workplace environment where staff feel **valued, respected & supported.**

Employers that help staff balance work and family responsibilities are more competitive at attracting and retaining the best talent.

Pump Breaks & Lactation Room Accommodations

Employers **MUST** provide break time for breastfeeding parents to pump.

- The law requires it.
- Physical requirement for lactating people.
- Mothers must pump every 2 hours to care of herself and to provide for her baby.

Employers **MUST** provide lactation room accommodations.

- The law requires it.
- Private and comfortable space for mothers.
- Supportive work environment for employees.



An Effective Lactation Space is...



private



clean



equipped



comfortable



Lactation Space Re-Opening Checklist

1. Janitorial deep cleaning of the room
2. Check that appliances (sink and refrigerator) are working properly
3. Discard expired cleaners and products
4. Schedule on-site Lactation Room and Breast Pump Servicing™
5. Ensure lactating employees can access the space and are aware of what is provided
6. Communicate other resources that are available to new parents

Special Lactation Circumstances

It's important to make sure employees have an open communication channel with their employer to discuss personal situations that may affect their work arrangements - such as changes in family circumstances and breastfeeding requirements.



BREASTFEEDING EMPLOYEES WHO ARE TRANSITIONING BACK TO THE OFFICE

Returning to the office may be an emotional and logistic rollercoaster for new parents. Employers have an opportunity to positively impact families and set a course for your employees and organization to thrive together.



FIELD EMPLOYEES WHO ARE BREASTFEEDING

Breastfeeding employees who work in the field or on-the-go need special accommodations. Keep open communication with your employees to ensure that their needs are being met.



ADOPTION AND LACTATION

Parents who adopt will likely need unique support resources from their employer. An adoptive parent may choose to induce lactation and breastfeed with the help of their lactation consultant. An employee in this circumstance will require access to a lactation space and may want to participate in education and support group resources.



BUSINESS TRAVEL WHILE BREASTFEEDING

Employers are required to arrange for lactation accommodations while employees travel.



TRANSGENDER EMPLOYEES WHO ARE BREASTFEEDING

Transgender employees who are lactating will appreciate support and inclusion. Employers should provide lactation accommodations and support for chestfeeding employees just as they would for any lactating employee.



LACTATING AFTER BEREAVEMENT

In the devastating event of a miscarriage or loss of a child, an employer's support will be incredibly important. A case manager might be helpful to make sure your employee has support navigating the resources that are available to them. It's important to provide adequate time and resources for grief and healing. A bereaved mother may require use of the lactation space to pump for an extended period of time.

Maternal & Parental Wellness Programs

New parents and babies have special wellness needs. An effective corporate lactation program helps ease parenthood transitions. Remember, your employees can't be healthy and thriving at work if their family is not healthy and thriving at home.





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Healthy Horizons

Healthy Horizons has everything your
Corporate Lactation Program needs.

visit www.healthyhorizons.com



Corporate
Lactation Rooms
& Services

Corporate Gifts Programs



bespoke gift bundles



parent & baby boutique gift cards



**Board-Certified
Educators**
Lactation,
Parenting & More

1:1 Access to Parenting Experts

Finally Get a Good Night's Rest with Baby Sleep Consultants



Non-Judgemental Support with Lactation Consultants



Postpartum Recovery with Yoga Instructors



Navigate Picky Eaters with Registered Dieticians



Support Kids with Pandemic Coaches for Kids & Teens



Manage Stress with Pandemic Coaches for Parents



[HealthyHorizons.com](https://www.healthyhorizons.com)

On-Demand Classes

Prenatal Breastfeeding: Secrets to Success



Back to Work Pumping & Breastfeeding



Mommy & Baby Yoga Series



Sweet Dreams: Newborn Sleep



Work Life Integration: Stress, Strategies & Tools



Work Life Integration: COVID-19 & The Work-Life Continuum



Choosing The Best Breast Pump For You



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Corporate Lactation Programs

Healthy Horizons is the trusted source for Lactation Rooms -Set-up, Assessment & Servicing
Parenting Education & New Parents' Gifts

Lactation Space

Corporate lactation spaces must be safe, clean and private. A lactating person needs a comfortable, quiet, and calming space for productive lactation. There should be at least 1 room for every 3 lactating employees.

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Lactation Room Servicing™

HealthyHorizons.com

Basic

- Clean and free of hazards
- Private and locks from the inside
- Labeled with appropriate signage
- Reasonably near the employees' workstation
- Purified air
- Has adequate temperature control
- NOT a bathroom

- Daily janitorial cleaning

Standard

- All Basic features
- Room is exclusively used for lactation
- Private for one user at a time
- Warm lighting
- Is at least 50 square feet

- Quarterly health and safety assessment by workplace lactation experts, restocking of supplies and servicing of breast pumps and equipment

World Class

- All Standard features
- Has inviting decor
- Soundproofed
- Extra accommodations are made to provide a calming & comfortable environment such as a sound therapy machine for calming soundscapes or videoscapes which can be turned on or off by the room's user based on preference.

- Monthly health and safety assessment by workplace lactation experts, restocking of supplies and servicing of breast pumps and equipment

Lactation Equipment

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Supplies & Lactation Essentials

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Pump Breaks

Basic

Standard

World Class

- Chair
- Two tables near the chair
- Electrical outlet

- All Basic features
- Upgraded lactation chair
- Hospital-grade breast pump
- Sink with hot water
- Refrigerator
- Breast pumpkits and spare parts for individual use

- Refrigerated breastmilk storage lockers
- Footrest or ottoman
- Support Pillows
- Individual drying racks for personal pump equipment

- Attachment kit cleaners
- Breast pump cleaners
- Medical gloves
- Hand sanitizer

- Breast pump kits and spare parts for individual use
- Sterilizer bags
- Milk storage containers
- Bra pads

- Lactation snacks and teas
- Comfort creams
- Soothing breast wipes
- Hand lotion
- Guides and educational material for the lactation room

- Lactating employees must be allowed to take breaks as needed to pump breastmilk

- Basic features plus paid time for pumping

- Standard features

Corporate Lactation Programs

Basic

Standard

World Class

Corporate Gifting

- \$50 gift card delivered to employee after the birth of baby (for moms, dads and caregivers)

- \$150 gift card delivered to employee after the birth of baby (for moms, dads and caregivers)

- \$150 gift card and a bespoke, branded gift basket delivered to employee after the birth of baby (for moms, dads and caregivers)

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Education

- Employee Handbook Lactation Program Overview
- Communicate benefits info & resources when employee announces their pregnancy.

- Basic features
- On-demand access to education & classes on work-life balance and parenting for employee and family members

- Standard features
- 1:1 access to lactation/ nutrition/ sleep/ parenting support specialists for employee and family members
- Professionally facilitated support groups for new parents

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Lactation Support for Employees on Business Travel

- Lactating employees must have pump breaks and access to lactation accommodations while traveling

- Ensure that hotels and conferences have dedicated lactation spaces and support

- Provide wearable pumping equipment and a means for milk cooling while traveling

Get Started with Your Corporate Lactation Program



Request an expert assessment.

www.healthyhorizons.com/corporate-lactation-services



Healthy Horizons can help you implement & run a successful corporate lactation program.



Empower your employees & families to thrive!

About Healthy Horizons™

Healthy Horizons™ empowers breastfeeding parents at work and at home since 1991. The first to offer complete lactation room services at scale and operating in 100+ cities in North America, Healthy Horizons is the trusted corporate lactation partner of the Fortune 500. Healthy Horizons is led by the mother/daughter duo Sheila and Cassi Janakos. Contact Healthy Horizons by email services@hh-bc.com or phone (650) 579-2726, or visit www.healthyhorizons.com.

Women-Owned. Mom-Approved.

