



*Breastfeeding*  
Friendly Workplace

7<sup>th</sup> Annual  
Award Ceremony  
November 18, 2016



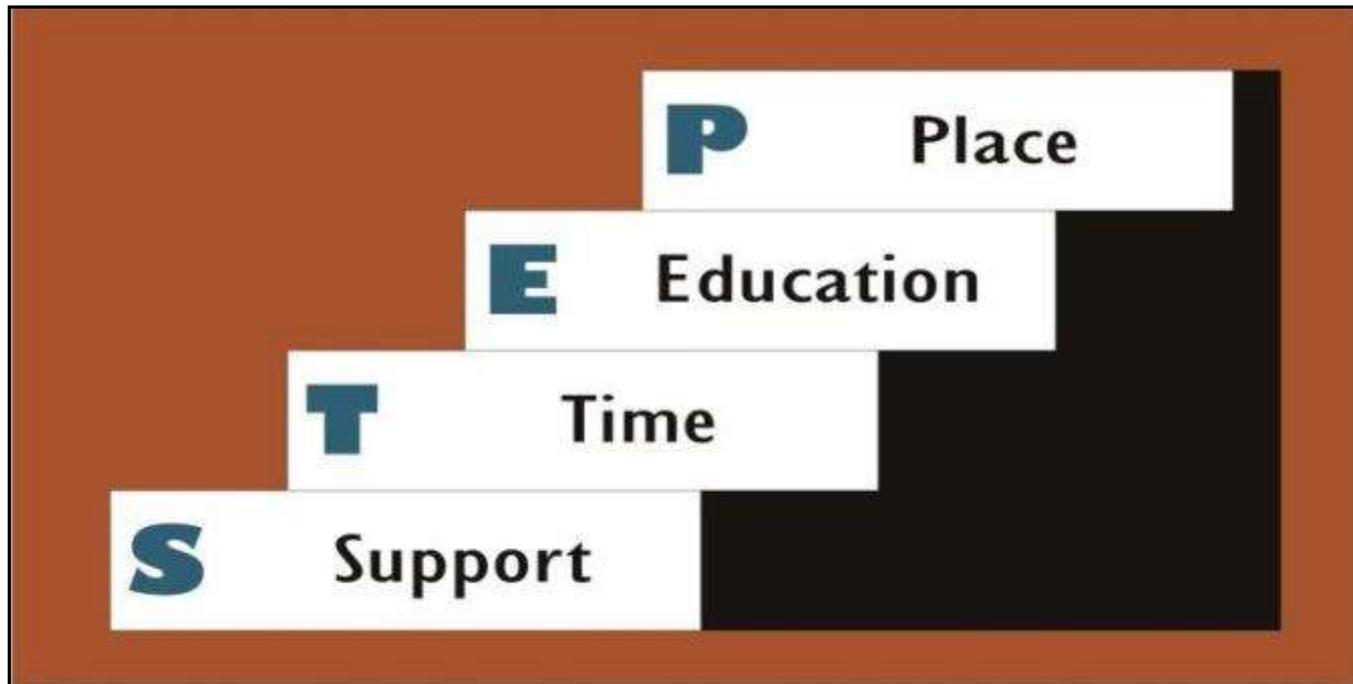
3<sup>rd</sup> Annual Award  
Ceremony  
November 18, 2016

# The BUSINESS CASE for BREASTFEEDING

STEPS FOR CREATING A BREASTFEEDING FRIENDLY WORKSITE



Companies judged based on their size and  
the STEPs of support provided  
to employees



## *2016 Workplace Award Recipients*

1. Bush Advanced Veterinary Imaging
2. Children First Pediatrics
3. Children's Health Center Anacostia
4. Choptank Transport
5. Consumer Financial Protection Bureau
6. Educare DC
7. Evolution Oral Surgery
8. Frederick County Bank
9. Frederick County DSS
10. Hyatt Regency Chesapeake Bay Resort
11. iHire, LLC
12. Marriott International HQ
13. PANDORA Jewellery
14. Proteus Technologies
15. Queen Anne's Health Department
16. University of Maryland Baltimore County
17. USAID
18. US Department of Transportation

## *2016 Health Care Provider Recipients*

1. Annapolis Pediatrics
2. Children First Pediatrics
3. Children's Health Center Anacostia
4. Evolution Oral Surgery
5. Hirsch Pediatrics

# Annapolis Pediatrics

- 5 Locations in Anne Arundel County
- Large Level Employer
- Gold Level Health Care Provider Award



# Annapolis Pediatrics



- Annapolis Pediatrics has proudly answered the call to support our breastfeeding mothers in an effort to live out the American Academy of Pediatrics position that breastfeeding is the natural way to nourish infants and a "basic health care issue" as opposed to a "lifestyle choice."
- To do this, Annapolis Pediatrics is supporting the training of multiple providers as they become IBCLC-certified; offering breastfeeding classes; and, engaging in basic breastfeeding training of their staff.



# Bush Advanced Veterinary Imaging

- Located in Rockville, MD
- Small Employer
- Silver Level Workplace Award
- (No one using pump room yet but it is set up and 4 people due this winter!)



**BUSH ADVANCED  
VETERINARY IMAGING**

# Children First Pediatrics

- Locations in Rockville and Silver Spring, MD
- Small Business
- Gold Level Workplace and Health Care Provider Awards





# Children First Pediatrics – Employer Perspective

- It is a pleasure to be able to implement and follow such necessary steps in a workplace to enrich the well-being of our employees and their families. As a pediatric office, it is important to demonstrate by example how important the mother/baby connection is through breastfeeding. We are so glad that we are able to provide the resources and space so that an employee can be comfortable and feel supported.



# Children First Pediatrics – Employee Perspective



- I am so thankful for Children First and all of their support they give to an employee that is a new mom trying to figure things out. To know that I could come back to work and have pump breaks built in to my schedule to allow me to still provide breastmilk for my newborn took a huge amount of stress off of me as I was preparing my child to go to daycare and mommy, back to work. Their support and resources are one of the many reasons I love working at the office.



# Children's Health Center of Anacostia

- Located in Washington, DC
- Medium Size Employer
- Gold Level Workplace and Health Care Provider Awards



**Children's National**  
Health System

# Children's Health Center of Anacostia – Employer's Perspective

- As pediatric healthcare providers, the Children's Health Center - Anacostia team promotes and supports breastfeeding among the families we serve as a component of comprehensive preventive care. The health of our team members' children is equally important to us. For this reason, we strive to provide an environment that makes it easier to combine breastfeeding with work. When we designed our new health center, we took great care in ensuring that our breastfeeding team members would have a comfortable, private space for use. Our lactation support team is also available to assist any patient or staff member in need of their services. We believe that members of the healthcare team who are supported to reach their breastfeeding goals are better equipped to do the same for their patients.



**Children's National**  
Health System

# Children's Health Center of Anacostia – Employee's Perspective



- “It takes a village.” The African proverb often used to describe the amount of people it takes to raise a child is the true sentiment of how I feel about breastfeeding at my workplace. From management, to environment, to lactation support, my “village” has helped make my breastfeeding journey successful. Management allowed for designated baby breaks so my team is aware that I have blocked off time to pump and take care of breastfeeding needs. My environment consists of a lactation room with everything a lactating mother may need – a private locked space, a comfortable chair, a sink, a refrigerator to store my milk, and a hospital grade pump. My lactation support consists of trained professionals who can answer my questions and who cheer me on every day. I know my village is unique because I am in the healthcare field, but this village goes above and beyond to model a nourishing environment for others to learn and grow.



# Choptank Transport

- Located in Preston, MD
- Medium Size Business
- Gold Level Workplace Award



# Choptank Transport – Employee Perspectives

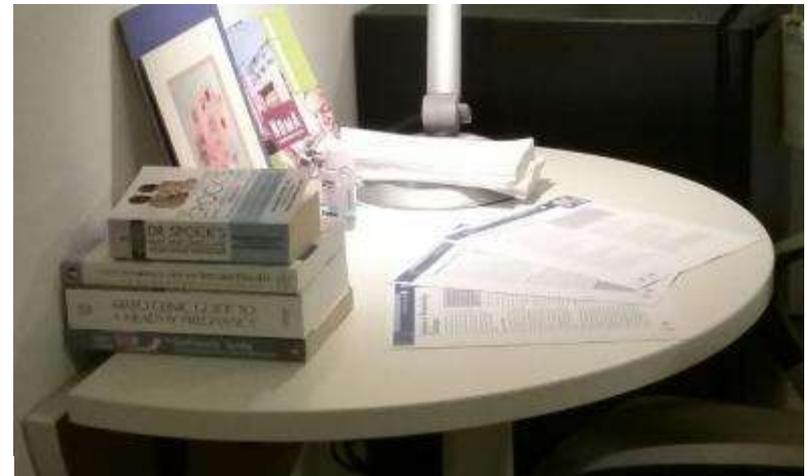
- *I am grateful that Choptank Transport supports working breastfeeding mothers. It is nice to have a dedicated room designed just for nursing mom's that has the comfort and privacy as being at home. –Crystal S.*
- *It's so nice to be able to have a space that is quiet and away from everything so I can relax and focus on my son while I pump. I love that there are privacy partitions that make me feel even more private, luxurious chairs and foot stools to help me relax, and a separate refrigerator and sink that provides a space for me to clean my pumping tools and store my milk without male coworkers around! I am very happy with how Choptank has provided a space for me to be able to feed my son and feel completely comfortable doing so! –Tina P.*

# Choptank Transport – Employer Perspective

- *Choptank Transport recognizes that our ability to achieve our goals successfully are based strictly on the wellbeing of our employees. At Choptank we strive to provide a workplace that values and enhances the wellbeing of all employees, including supporting our breastfeeding mothers. We understand the importance of breastfeeding and support our working mothers by giving them a private, dedicated space in which mothers can use while they're at work. Choptank is proud to have a breastfeeding room and to be a part of the Breastfeeding Friendly Workplaces.*

# Consumer Financial Protection Bureau

- Located in Washington, DC
- Large Business
- Gold Level Workplace Award



Consumer Financial  
Protection Bureau

# CFPB Employer Perspective

- We want to make returning to work after having a baby as easy of a transition as possible. We strive to provide lactation rooms for our breastfeeding mothers that are comfortable as well as functional. Even though we are currently in temporary office space our Facilities team has worked hard create a comfortable space including painting the walls a soft yellow and ordering reclining chairs for the lactation rooms. We are especially excited for our move to our newly renovated building next year which will have a private lactation room on each floor. We are committed to promoting work life benefits and want to encourage our employees need to balance work and home life.



Consumer Financial  
Protection Bureau

# CFPB Employee Perspective

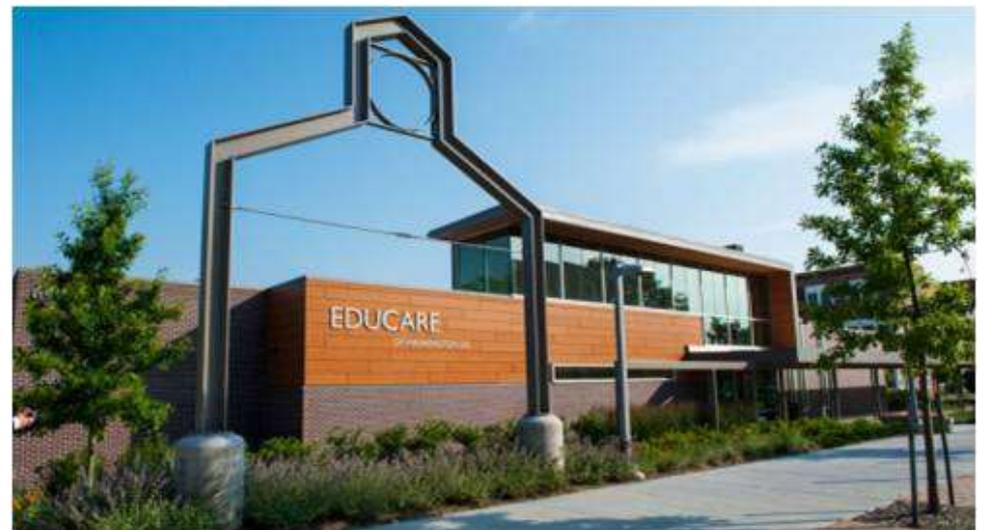
- When I arrived back to work in March, I was nervous about continuing my lactation routine because I was not sure if the CFPB had the resources available to transition back to work as a working mom...My manager was very accommodating and directed me to the Work Life team for additional resources....I was surprised to learn that the Bureau had multiple lactation rooms at our headquarters facilities on different floors....The décor creates a warm and relaxing environment for working moms. The private room boasts a deadbolt lock, comfortable chair, refrigerator, reading light and relevant motherhood articles, and a side table....Although the room is restricted to only those with the code, the room is accessible 24/7...All in all, the supportive culture and accommodating facilities made my transition back to work seamless. The Work Life and Facilities team are deserving of an award for their unwavering support of breast-feeding mothers in the workplace.



Consumer Financial  
Protection Bureau

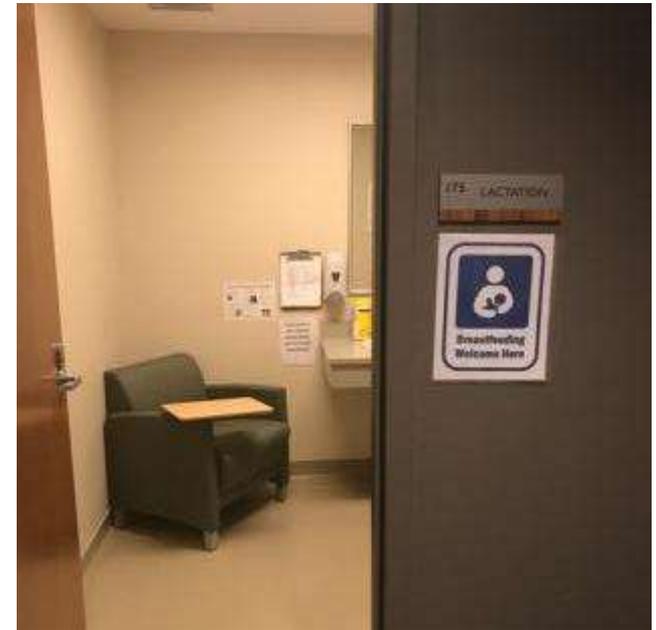
# Educare DC

- Located in Washington, DC
- Large Employer
- Gold Level Award



# Educare DC - Employees Perspective

- Educare has supported my journey in breastfeeding since my return from maternity leave. The health coordinator has connected me with various groups to help support me such as the Stork's Nest. The health coordinator has provided me with a pump to use and educated me on proper sanitation. Educare has allowed me to pump outside of my lunch break which I greatly appreciate. The lactation room is one of the best I've seen honestly."



# Educare DC – Employer’s Perspective

- "Having a lactation room here at our workplace gives an opportunity to our staff as well as parents to practice breastfeeding the right way. We promote and believe in the benefits of breastfeeding because it does not only provide excellent benefits to the child but as well as to the lactating mother. We also want to promulgate that breastfeeding is not hard and if one needs support we can refer them to different resources or link them to a lactation specialist.
- We have a Pregnant & Lactating Mom Circle (PLMC) here at Educare which serves pregnant and lactating mothers in our program as well as in the community. We serve and support our members by health education, sharing of information, and being a support during their pregnancy and beyond. Our circle is in partnership with March of Dimes program called Stork's Nest and they provide 10 training sessions to our pregnant moms about different topics like healthy pregnancy, breastfeeding, etc and they reward these mothers at the end of the program by giving them points that they can use to purchase their baby's needs in one of the Stork's Nest store.

# Evolution Oral Surgery

- Location: Germantown, MD
- Small Employer
- Gold Level Workplace and Health Care Provider Awards



# Evolution Oral Surgery – Employer’s Perspective



- Evolution Oral Surgery was built with the vision to use the most advanced technology to provide better patient care in a warm, wonderful, happy and relaxed environment. The latter part of that requires that our employees needs are met. Evolution Oral Surgery knows that taking care great of your employees will ultimately favor our employees taking great care of the people we serve, our patients. Providing a wonderful work environment is not entirely about compensation but also includes allowing time off for personal reasons, to spend time with their own families, but also to allow new mothers to be able to balance work and home. Providing a balance to fit our employees needs will allow them to work more efficiently and also allow them to be more productive. We also want to provide a warm, comfortable, relaxed, and private area for the new mothers that we see as patients....We built a large suite to accommodate all of the required traveling material that infant require like strollers, diaper bags, backpacks, and of course Dads.

# Evolution Oral Surgery – Employee’s Perspective

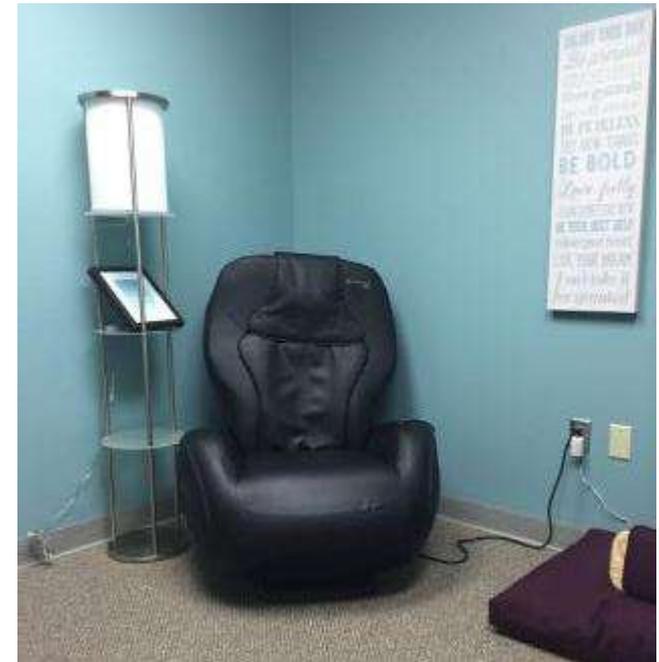


- “I am proud to be part of an organization that embraces the health benefits of breastfeeding and the continued bonding of working mothers and their babies. My employer is committed to providing the best environment for all visiting mothers and staff to express their milk or breastfeed by providing a comfortable and relaxing atmosphere for both mother and baby in the private family room dedicated for this purpose.”



# Frederick County Bank

- Location: Frederick, MD
- Medium Employee
- Gold Level Workplace Award



# Frederick County Bank – Employer's Perspective

- At Frederick County Bank, we value our employee's Health & Wellness, which is why we are proud to be able to provide a Wellness Program for our employees that includes reasonable break times for nursing mothers as well as a Wellness Room that provides a safe and secure location for nursing mothers to express their breast milk. Returning to work after giving birth can be an intimidating experience and we strive to make sure that our new mothers know that we support them because breastfeeding isn't just a benefit for the baby, but for the mother as well -- physically, mentally and emotionally.



# Frederick County Bank – Employee's Perspective



- "As a soon-to-be Mom, I know that breastfeeding will have undeniable benefits for my baby and me. I am so thankful that Frederick County Bank supports and encourages me to continue breastfeeding when I return to work."



# Frederick County Department of Social Services

- Located in Frederick, MD
- Medium Sized Employer
- Silver Level Workplace Award



# Frederick County Department of Social Services – Employer’s Perspective

- The pumping room at DSS is an accessible and visible room down a staff hallway. The room itself is cozy and private. It has space for up to 4 women to sit and pump with access to outlets and either to sit comfortably or work at a table. DSS has a large break room with plenty of refrigerator space for milk storage. The staff liaisons for the pumping room are enthusiastic about providing this space for pumping mothers. There is a bulletin board in the pumping room for sharing recipes, techniques and notes. The DSS outreach staff are delighted to share this service with their staff and are happy to promote breastfeeding friendly events within their organization.



# Frederick County Department of Social Services – Employee’s Perspective

- As government employees, we are lucky to have a cozy personal space to pump for our babies. We have close access to a sink to wash our bottles. Plenty of outlets to plug in our pumps and cell phones. We also have the privacy to not be disturbed while pumping via the sign on the door. Returning to work after maternity leave can be stressful as it is, but having a designated area is one less stress. The room has a bulletin board providing COMAR regarding breastfeeding and pumping in the State of Maryland, as well as recipes for lactation cookies, and additional tips for boosting supply. We are truly, very fortunate that our employer is so supportive of this necessary part of motherhood.



# Hirsch Pediatrics

- Located: Rockville, MD
- Small Size Employer
- Gold Level Health Care Provider Award



# Hirsch Pediatrics – Physician Perspective

- Hirsch Pediatrics proudly supports breastfeeding and new moms with our “Thriving Baby, Healthy Mom Program.” Designed by Dr. Hirsch in partnership with ICBLC Alexandra “Alex” Walker, the goal of the program is to provide support to breast feeding moms and to promote successful nursing and bonding. In our custom designed breast feeding lounge, all new moms are invited to meet with Alex for an extended 90 minute initial appointment and as many follow-up appointments as needed. To increase breastfeeding success rates, Alex is also available without charge for lactation e-mail and telephone support. Hirsch Pediatrics also has a strong focus on the diagnosis and management of postpartum depression. Thus at all appointments through the 2 month check-up, we administer the Edinburgh Postpartum Depression Survey, discuss the results, and provide home management strategies and referrals if needed.



HIRSCH  
PEDIATRICS

# Hirsch Pediatrics – Family Perspective



- Mom #1: I owe the success of my breastfeeding relationship with my daughter to Alex's support and encouragement. It was my top priority to be successful in breastfeeding my daughter, but this did not come as easy as I had hoped. Alex was a wonderful resource and support system, and she provided me with an actionable plan to work through some of my breastfeeding issues. I am grateful for Alex's help in reaching my breastfeeding goal.
- Mom #2: The lactation services at Hirsch Pediatrics is not only convenient having it in office, but extremely helpful. Being a Mother of my fourth nursing baby, one might think I wouldn't need any help in the nursing department, that's not the case. Every nursing baby is different with their own specific needs and mothers concerns....Alex personally worked with me and my husband to create the best nursing experience for my daughter and I....Alex helped me and my daughter set our own personal goals around our nursing needs. Alex continues to follow up with me, and is a continued available support throughout this healthy nursing journey for us both. We are so grateful for the lactation services with Hirsch Pediatrics



# Hyatt Regency Chesapeake Bay Resort

- Located: Cambridge, MD
- Large Size Employer
- Silver Level Workplace Award



# Hyatt Regency Chesapeake Bay Resort – Employee's Perspective

- As a 3<sup>rd</sup> time mommy, the idea of breastfeeding and coming back to work was not something I was looking forward to. Until my job recently installed a nursing room. It meant a lot because it requires a lot to whip out my machine, figure out how to put it together and release my milk so I could store it and continue on about my day without any pain. I appreciate the mothers' nursing room so much and I'm sure my 4 month old son does as well. Thanks!



# iHire, LLC



- Located: Frederick, MD
- Small Size Business
- Gold Level Workplace Award



# iHire, LLC – Employer’s Perspective



- iHire strongly supports our employees in achieving work-life balance. Their families are just as important to us as our team members themselves. We provide 12 weeks of paid maternity leave along with schedule flexibility to make the return to work less stressful. iHire has a private space available for nursing mothers to pump that is spacious and comfortable as well as refrigerators for milk storage. We understand the many benefits of breastfeeding and want to ensure our new moms have what they need to continue providing breastmilk for their babies should they choose to do so.



# iHire, LLC – Employee's Perspective

- I have my fair share of worries as a new mom, but being able to pump privately and comfortably at iHire is not one of them. After returning to work, the decision to continue providing breastmilk for my baby was an easy one to make. I have access to a conference room equipped with plenty of seating, a table, outlets, and a door with a lock plus plenty of refrigerator space for milk storage. iHire also provides laptops for their employees, so I am able to continue working during my pump breaks and not stress out about falling behind. My coworkers are supportive, flexible, and understanding of my needs and we schedule our meetings accordingly. Furthermore, the health insurance plan offered through iHire enabled me to get my pump at no cost – those savings plus what I save by feeding my child breastmilk is enormous



# Marriott International, Corporate Headquarters

- Located: Bethesda, MD
- Large Size Employer
- Gold Level Workplace award



# Marriott International, Corporate Headquarters – Employer’s Perspective

- Marriott is committed to promoting wellbeing and happiness, by supporting our working moms. Breastfeeding results in fewer illness and infections. It helps in recovery from pregnancy resulting in a happier and more productive workforce. Our lactation room, The Nook, has eight private curtained stations. Associates have the choice of using the Medela equipped stations or their own personal pumps. Each station includes a special chair with flexible desk trays and access to a refrigerator for breast milk storage. There is a cabinet for personal items and a sink for easy clean up. This is so positive for the company, employees and most importantly the babies.



# Marriott International, Corporate Headquarters – Employee’s Perspective

- Breastfeeding is the healthiest choice for babies. Marriott’s management cares enough about their Associates to make continuing to breastfeed much easier after returning to work.
- Beyond the physical aspects of the lactation room, the “Nook” gives the opportunity to meet other breastfeeding mothers. We share experiences and tips when in the room, via emails, meeting at lunch or at the Balancing Work/Life Support Group.
- It allows mothers the ability to continue breastfeeding longer and gives others the ability to assist in child care/feeding with the stored milk.
- This is so positive for the company, employees and most importantly the babies.



# PANDORA Jewelry

- Located: Baltimore, MD
- Medium Size Employer
- Gold Level Workplace award



# PANDORA Jewelry – Employee’s Perspectives



- *Having a job as a Mom of two is eventful to say the least but one detail that makes my daily life a little less stressed is knowing I will be able to pump in a clean, comfortable, calm, and safe environment. My boss also makes this process easy by giving me the flexibility with my schedule to take the time I need. It’s nice to even have a support group with my peers I sit with to help remind me to stop worrying about work for a brief moment and to take care of my “motherly duties”. I couldn’t ask for a better situation as a nursing mom! Thanks PANDORA.*
- *I am a huge advocate of Breastfeeding, and the support of mothers in the workplace, especially right after maternity leave. After having my second child, I was so happy to see a dedicated room with a comfortable chair, personal storage space, and a refrigerator. My manager was more than accommodating for me to set my own pumping schedule, without question. I was able to adjust back to working so easily and stress-free. I’m so proud to know that PANDORA is supportive of new moms in such a meaningful way!*

# PANDORA Jewelry – Employee's Perspectives



- *Knowing that PANDORA offered a Lactation Room made my transition back to work a little less stressful once my maternity leave expired. It was extremely important for me to be able to breastfeed my baby well past my return to work date and PANDORA was ultimately a huge part of that. This company undeniably cares about the wellbeing of their employees and this is just one other benefit that sets them apart from the rest.*



# Proteus Technologies



- Located: Annapolis Junction, MD
- Medium Size Employer
- Gold Level Workplace Award



# Proteus Technologies – Employer Perspective

- We're happy to support our new Moms!! Enjoy the journey!
- Special thanks to Christie for her design talents in decorating the room, to Amy and many others for help with furniture movement into the space and to Chuck for 'birthing' the idea! We hope all our new Moms are able to have the same great experience as Beth had.



# Proteus Technologies – Employee Perspectives



- Last year, I had my 3rd daughter, Maryanne on April 3rd. I have breastfed all my children, but with this last one, I was able to do remarkably better than before, and I credit the Mother's Room at PROTEUS for part of that success.
- With previous pregnancies, I was working out of government offices, and they had mother's rooms that were far less convenient. Since they were in big buildings with lots of other nursing mothers, we had to share the room & schedule when we'd be there. With meetings on and off throughout the day, it was hard to get to the room during my scheduled time. Often, I didn't pump when I needed to, which leads to decreased supply.
- With my first two daughters, I was supplementing with formula by about 3 months, and they were weaned around 7 months. With the room here at PROTEUS, it is so convenient, I was able to maintain my supply, and exclusively breastfeed for 10 months. I'm so impressed with PROTEUS' commitment to providing such a wonderful environment for nursing mothers. While it's always hard to go back to work after having a baby, it's great to have support from the workplace.

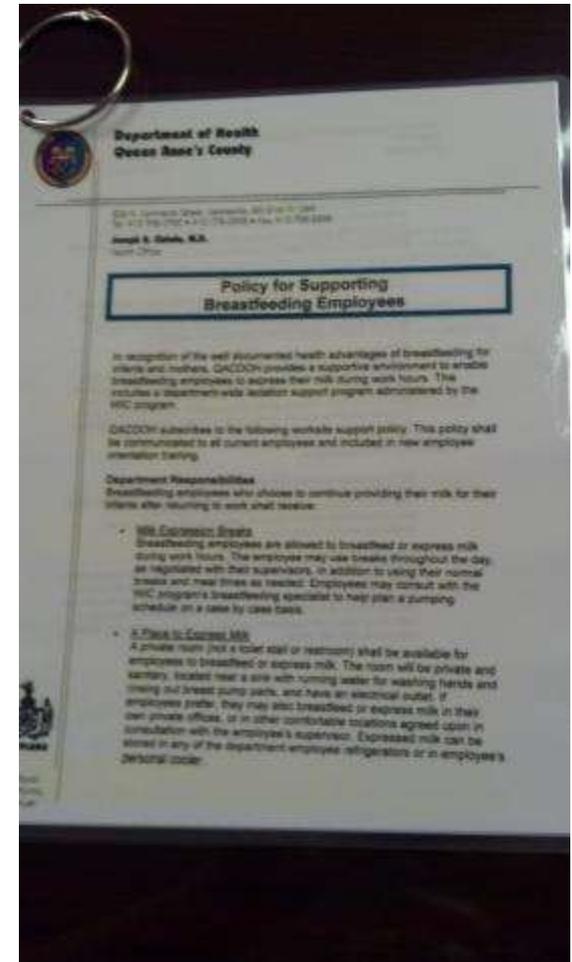
# Queen Anne's County Department of Health

- Located: Centreville, MD
- Large Size Employer
- Gold Level Workplace Award



# Queen Anne's County Department of Health – Employer's Perspective

- The Queen Anne's County Department of Health (QACDOH) strongly supports breastfeeding and working mothers. We here at the QACDOH aim to provide a supportive environment to enable not only our breastfeeding employees, but also the breastfeeding public, to express their milk while in our department. To help our employees achieve their breastfeeding goals we provide; milk expression breaks, a place to express milk, breastfeeding equipment, education, and staff support. Public health begins with breastfeeding!



# Queen Anne's County Department of Health – Employee's Perspective



- As an expectant mother of my second child, I am looking forward to using the breastfeeding and pumping station that my workplace provides. Knowing that this clean and comfortable space is available, having the support of my co-workers, and access to an IBCLC on site will make an easy and successful transition back to work. My breastfeeding goals are to exclusively breastfeed for 6 months, and continue breastfeeding beyond a year. Planning and being able to express milk at work will help me reach this attainable goal!



# University of Maryland, Baltimore County

- Located: Catonsville, MD
- Large Size Employer
- Gold Level Workplace Award



# University of Maryland, Baltimore County – Employer’s Perspective

- Since the Women's Center opened its doors, 25 years ago, creating intentional space for mother's at UMBC has always been important. A lactation room has been a part of our earliest history, long before lactation room policies became a typical practice in higher education and other work-place environments. In addition to having a private intentional space for moms to express milk, the Women's Center has offered mother's support groups and online community spaces for moms and parents to come together and support each other. The lactation room has often served as a point of entry for moms to access other Women's Center services so even after they no longer need to use the lactation room, they still have a community connection to the Women's Center. Last year, the lactation room was used 507 times. The space is particularly useful to graduate students and post-doctoral employees who do not have access to their own private offices.



# University of Maryland, Baltimore County – Employee’s Perspective



- As a female staff member who has to share an office with two male counterparts the lactation room is an amazing place to go as a breastfeeding mother of twins. In previous work places I have had to use bathrooms or pump in my car. Having a quiet, clean space where I feel comfortable makes it much easier to pump and know my babies will have what they need even when I can't be there. Everyone has been so welcoming and accommodating to my schedule. They make sure there is always space, even if they give up their office for you for 20 minutes.



# University of Maryland, Baltimore County – Student Perspective



- Returning to school as an adult is challenging to begin with. Returning to school as a new mom to, not one, but two girls both under the age of two, has provided a different sort of challenge! The access to the lactation room at UMBC has proven to be, without a doubt, my saving grace....Not only is the environment conducive for a productive “pumping session,” the staff and members of the Women’s Center add to the appeal of the lactation room with the support and the accessibility of the accommodations.
- Both of my girls are/were exclusively breast fed. I was anxious about finding accommodations to pump while I was attending school full time and was worried that I would not be able to access a private space. I randomly came across a flier that was advertising the lactation room in the Women’s Center to all mothers on campus. I went to go check it out and was greeted with an extremely warm reception and information about the lactation room, how to get on the schedule, and even how I could access the room when the center itself was closed.
- The lactation room has provided me a safe, clean, and supportive place to continue my breastfeeding journey. Not only has the lactation room been an important part of my return to school, the relationships and friendships that I have fostered through the Women’s Center have made a significantly positive difference in my college experience.

# USAID

- Located: Washington, DC
- Large Size Employer
- Gold Level Workplace Award





# USAID – Employer’s Perspective

- The United States Agency for International Development (USAID) supports breastfeeding in the countries in which we work as well as in every one of our workplaces around the world. USAID has a longstanding practice of accommodating nursing mothers in the workplace and complies with all Federal guidelines. Since 2001, USAID has had dedicated lactation rooms to encourage and support breastfeeding mothers. Lactation rooms are made available to all USAID members of the workforce, regardless of hiring mechanism, in all USAID headquarters buildings.
- The USAID Lactation Program, managed by the Staff Care Center (SCC) aims to enable a smooth transition for moms to have peace of mind so they can continue nursing after returning to the workplace. We understand the importance of establishing USAID as a family-friendly work environment, with benefits to the employers including reduction in health care costs, lower employee absenteeism, increase in employee retention, and increased employee morale and productivity.



# USAID – Employer’s Perspective

- Through the services of the Staff Care Center, USAID offers nursing mothers at every Agency location around the world access to a range of lactation services and resources, as well as additional Work-Life programs. The SCC-provided rooms are designed as a best practice to help mothers feel relaxed, comfortable, and supported by her workplace. These attractively furnished rooms are conveniently located within the office to provide access for mothers and children with minimal disturbance to the work environment. The rooms include comfortable seating, flat tables or surfaces, educational materials and resources, bulletin boards and mirrors; and are decorated with photo collections of the breastfed babies of USAID. All rooms are free from intrusion with locked doors, only giving access to only those mothers currently nursing and the necessary cleaning and maintenance staff. Furthermore, the rooms are equipped with hospital-grade electrical pumps, refrigerators and freezers for storing milk, storage for mothers’ attachment kits, disinfectant wipes, air purifiers, a telephone, and a water source, when available.

# USAID – Employee’s Perspective



- “...overall USAID is supportive. Having access to the hospital grade pumps does save time on each pumping session and knowing that the pumps are in each USAID location room means I don't have to drag a 10+ lb bag between meetings in different buildings, so thank you for that!”
- “The lactation consultant has been an invaluable resource to me. It's a real benefit that all USAID moms have access to these consultants...The lactation room in the serves as an informal support group.”
- “Having such a well stocked lactation room and supportive work environment for pumping makes being a working mom an easier decision for me.”
- “Very much appreciate the availability of the space and pumps. The strong support for mothers at USAID has actually been a factor in my decision to stay with USAID when approached with other job offers.”



# US Department of Transportation



- Located: Washington, DC
- Large Size Employer
- Gold Level Workplace Award





# USDOT – Employer’s Perspective

- DOT is committed to providing its employees with the workplace flexibilities and resources necessary to maintain a healthy work life balance leading to improved employee productivity and engagement. As such nursing and lactating mothers are afforded the following accommodations per DOT’s lactation room policy:
- Reasonable Break Times - Covered employees are entitled to reasonable periods of time within the workday (break times) to express breast milk. Supervisors must allow an employee time to express milk. The frequency of breaks needed, as well as the duration of each break, will vary according to the individual needs of the nursing mother. Break times should not be monitored or treated any differently than other breaks. The nursing mother and her supervisor must work together to determine how to best accommodate the nursing mother’s need to express milk, while balancing the duties and responsibilities of her position.
- Lactation Room Accommodations - Nursing mothers are entitled to access to a private space to express milk. At a minimum, a lactation room should be a private room other than a bathroom that is shielded from view and free from intrusion of others. DOT currently offers two lactation rooms for registered employees to use; one in the West building and one in the East building.
- Compensation - A covered employee is not entitled to compensation during break times for expressing breast milk. However, a covered employee may use any established break time (i.e., lunch or negotiated paid break periods) to express breast milk. Supervisors are responsible for ensuring compliance with applicable collective bargaining agreements and precedence set on current nursing mother’s accommodations.



# USDOT – Employee’s Perspective



- The availability of the lactation room at DOT made it easier for me to transition back to work after my daughter was born. Further, it has helped to lessen some of the challenge of continuing to breastfeed an older infant as a working mother. The lactation room is clean, conveniently located, and easy to access. DOT provides two private pumping stations in the lactation room in my building, each with a hospital grade pump, and a refrigerator. The pumping stations have comfortable chairs and desk space, making it easy to either relax or continue working. There is a bulletin board to post baby pictures in the lactation room and a ready supply of reading material, including parenting magazines and handouts on nutritional information and women’s health. In addition, DOT Worklife Wellness staff are helpful and supportive regarding breastfeeding and pumping needs.

Supporting Breastfeeding is

**WIN-WIN**

for Companies and Employees