

Check List for Breastfeeding Employees Support Accommodations

Criteria	Bronze	Silver	Gold
Policy & Education	<i>Verbal agreement between employee and her direct supervisor regarding her break times and space to express milk</i>	<input type="checkbox"/> Verbal or written breastfeeding support policy <input type="checkbox"/> Verbal information about breastfeeding support provided to employees *	<input type="checkbox"/> Written breastfeeding support policy - sample <input type="checkbox"/> Educational information about breastfeeding given to all expectant employees*
Space	<p><i>Provide a private space, not a bathroom, for milk expression.</i></p> <p>If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.</p>	<p><i>Same as Bronze level with all of the following:</i></p> <input type="checkbox"/> Comfortable chair <input type="checkbox"/> Small table <input type="checkbox"/> Electrical Outlet <p><i>Optional items:</i></p> <input type="checkbox"/> Refrigerator for milk storage <input type="checkbox"/> Nearby sink with running water or sanitizing wipes for clean up	<p><i>Same as the Silver level with all of the following:</i></p> <input type="checkbox"/> Refrigerator for milk storage <input type="checkbox"/> Nearby sink with running water or sanitizing wipes for clean up <p><i>Optional items:</i></p> <input type="checkbox"/> Breastfeeding mother art* <input type="checkbox"/> Mirror (to help employee adjust clothing)
Time	<p><i>Provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother.</i></p> <p>Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time.</p>	<input type="checkbox"/> Same breaks as "Bronze" level <p><i>One or more of the following:</i></p> <input type="checkbox"/> Telecommuting, flextime or job-sharing option <input type="checkbox"/> Onsite childcare <input type="checkbox"/> "Baby-at-work" program <input type="checkbox"/> Paid family leave for a minimum of 6 weeks <input type="checkbox"/> Full-sized, double electric breast pump covered by insurance policy provided by employer	<input type="checkbox"/> Same breaks as "Bronze" level <p><i>Two or more of the following:</i></p> <input type="checkbox"/> Telecommuting, flextime or job-sharing option <input type="checkbox"/> Onsite childcare <input type="checkbox"/> "Baby-at-work" program <input type="checkbox"/> Paid family leave for a minimum of 6 weeks <input type="checkbox"/> Full-sized, double electric breast pump covered by insurance policy provided by employer
Support		<p><i>One or more of the following:</i></p> <input type="checkbox"/> Breastfeeding information available in lactation space(s)* <input type="checkbox"/> List of local breastfeeding support resources in lactation space(s) <input type="checkbox"/> Lactation support services covered by employer's insurance policy <input type="checkbox"/> Lactation support services provided via contract with an International Board Certified Lactation Consultant (IBCLC)	<p><i>Two or more of the following:</i></p> <input type="checkbox"/> Breastfeeding information available in lactation space(s)* <input type="checkbox"/> List of local breastfeeding support resources in lactation space(s) <input type="checkbox"/> Lactation support services covered by employer's insurance policy <input type="checkbox"/> Lactation support services provided via contract with an International Board Certified Lactation Consultant (IBCLC)

*Information, suggestions and examples can be found at ksbreastfeedng.org