

## Breastfeeding Friendly Workplace Ranking

	<b>Gold</b>	<b>Silver</b>	<b>Bronze</b>
<b>Policy</b>	<ul style="list-style-type: none"> <li>○ Supervisors encouraged to work with breastfeeding employees and make reasonable accommodations</li> <li>○ Written breastfeeding policy</li> <li>○ Supportive practices that value breastfeeding</li> <li>○ Other employees encouraged to exhibit positive and accepting attitudes</li> </ul>	<ul style="list-style-type: none"> <li>○ Supervisors encouraged to work with breastfeeding employees and make reasonable accommodations</li> <li>○ Supportive practices that value breastfeeding.</li> <li>○ Other employees encouraged to exhibit positive and accepting attitudes</li> </ul>	<ul style="list-style-type: none"> <li>○ Supervisors encouraged to work with breastfeeding employees and make reasonable accommodations for 1 year after child's birth</li> </ul>
<b>Facilities</b>	<ul style="list-style-type: none"> <li>○ Private space shielded from view and free from intrusion (not a bathroom)</li> <li>○ Comfortable Chair</li> <li>○ Sink available nearby</li> <li>○ Refrigerator available for milk storage</li> <li>○ Electrical Outlet</li> <li>○ Small Table</li> </ul>	<ul style="list-style-type: none"> <li>○ Private space shielded from view and free from intrusion (not a bathroom)</li> <li>○ Comfortable Chair</li> <li>○ Sink available nearby</li> <li>○ Refrigerator available for milk storage</li> </ul>	<ul style="list-style-type: none"> <li>○ Private space shielded from view and free from intrusion (not a bathroom)</li> </ul>
<b>Scheduling</b>	<ul style="list-style-type: none"> <li>○ Flexible Breaks (15 minutes in morning &amp; afternoon &amp; lunch if appropriate) w/ ability to pump during these times</li> <li>○ At least <b>two</b> of the following:                             <ul style="list-style-type: none"> <li>● Break time is <i>paid</i></li> <li>● Flexibility with schedule (begin work early/stay late)</li> <li>● Ability to have someone bring infant to place of employment (if needed) for feedings</li> <li>● Onsite childcare</li> <li>● Other flexibility</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Flexible Breaks (15 minutes in morning &amp; afternoon &amp; lunch if appropriate) w/ ability to pump during these times</li> <li>○ At least <b>one</b> of the following:                             <ul style="list-style-type: none"> <li>● Break time is <i>paid</i></li> <li>● Flexibility with schedule (begin work early/stay late)</li> <li>● Ability to have someone bring infant to place of employment (if needed) for feedings</li> <li>● Onsite childcare</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Flexible Breaks (15 minutes in morning &amp; afternoon &amp; lunch if appropriate) w/ ability to pump during these times</li> </ul>
<b>Resources</b>	Both: <ul style="list-style-type: none"> <li>○ List of resources available to breastfeeding employees</li> <li>○ Printed material provided for employees about breastfeeding &amp; milk storage</li> </ul>	Either: <ul style="list-style-type: none"> <li>○ List of resources available to breastfeeding employees</li> <li>○ Printed material provided for employees about breastfeeding &amp; milk storage</li> </ul>	
<b>Optional/ Bonus</b>	<ul style="list-style-type: none"> <li>○ Radio/MP3 player</li> <li>○ Provides hospital grade or double electric pump</li> <li>○ Breastfeeding classes available for employees</li> <li>○ Access to a lactation counselor/consultant</li> <li>○ Paid maternity leave</li> </ul>		

