

# Being a TEXAS MOTHER-FRIENDLY Worksite

80% of new mothers initiate breastfeeding.  
60% of those mothers do not meet their breastfeeding goals.



Return to work is a leading barrier to the continuation of breastfeeding

## WHY SHOULD YOU CARE ABOUT BECOMING A TEXAS MOTHER-FRIENDLY WORKSITE?

### Breastfeeding is Good for Business and Health

Breastfed children are sick less often, which means fewer missed work days by the caregivers.



Retention & Loyalty



Healthier Workforce

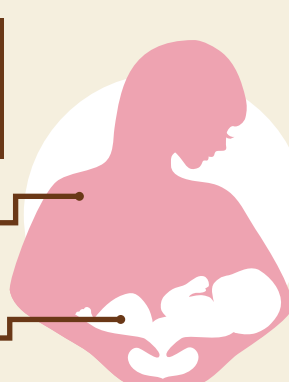


Increased Productivity

Supporting mothers to pump and store milk at work keeps their bodies healthy and provides the baby with the nutrients he/she needs.

Moms who continue to breastfeed are at a lower risk for breast cancer, ovarian cancer, type 2 diabetes and cardiovascular disease.

Babies who are breastfed are less likely to experience diarrhea and ear infections, and are less prone to chronic conditions like type 2 diabetes, asthma and childhood obesity.



An outward demonstration of being mother-friendly has a positive effect on the reputation of your business.

## WHAT DOES IT MEAN TO BE A TEXAS MOTHER-FRIENDLY WORKSITE?

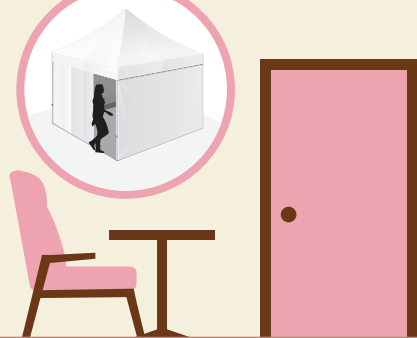
Becoming Texas Mother-Friendly designated could cost you less than you think! In fact, there is no cost to employers to participate in the Texas Mother-Friendly Worksite Program. Tailor your lactation support program to suit workplace needs and budget.



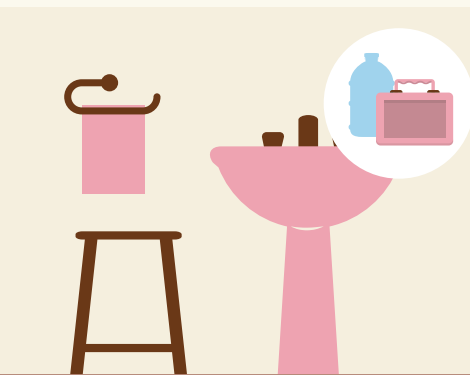
Creating a written lactation support policy and communicating this policy to all employees helps lactating employees feel comfortable and welcomed in the workplace and ensures consistency in practice.



Flexible scheduling for lactation breaks.



Access to a private location (other than a bathroom) for the expression of breastmilk at work.



Availability of a sink and clean water source for washing hands and cleaning breast pump equipment.



Hygienic storage options for mothers to safely store expressed milk.

Doing more for working moms can lead to a greater return on investment.

Some employers have found their program to be so successful that they incorporate additional program components to further support employees and their families.



Employers who provide these added offerings may also be eligible to earn the prestigious Silver or Gold Texas Mother-Friendly Worksite designations and experience greater returns.

## HOW TO BECOME A TEXAS MOTHER-FRIENDLY WORKSITE

Contact the Texas Mother-Friendly Worksite Technical Assistance and Support Program team who:

- ✓ Raise awareness about the Texas Department of State Health Services Texas Mother-Friendly Worksite Program among employers.
- ✓ Help employers develop a lactation support policy for the workplace.
- ✓ Review lactation support policies and provide feedback to those which do not meet designation criteria.
- ✓ Facilitate designation for worksites which meet Texas Mother-Friendly Worksite criteria.

## BEING TEXAS MOTHER-FRIENDLY IS GOOD BUSINESS SENSE!

*An outward demonstration of your consistency with the law manages risk within your company.*

Texas Health and Safety Code Title 2, Chapter 165, Section 165.003:  
**Business designation as "Mother-Friendly"**

Texas Government Code Ch. 619:  
**Right to express breast milk**

Federal Law, Section 7(r) of the Fair Labor Standards Act:  
**Break time for nursing mothers provision**



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2. Department of Child Health and Adolescent Health and Development. (2000). Mastitis: causes and management. World Health Organization. Retrieved from: [http://apps.who.int/iris/bitstream/10665/66230/1/WHO\\_FCH\\_CAH\\_00.13\\_eng.pdf](http://apps.who.int/iris/bitstream/10665/66230/1/WHO_FCH_CAH_00.13_eng.pdf)

3. Stuebe, A. (2009). The risks of not breastfeeding for mothers and infants. Reviews in Obstetrics & Gynecology; 2(4), 222-231. Retrieved from: [http://www.michigan.gov/documents/mdch/Risks\\_of\\_Not\\_BF\\_319823\\_7.pdf](http://www.michigan.gov/documents/mdch/Risks_of_Not_BF_319823_7.pdf)