

mamava®

Get Buy-in for Workplace Lactation Accommodations

Use this guide to gather data and get buy-in for improving lactation accommodations at your organization.

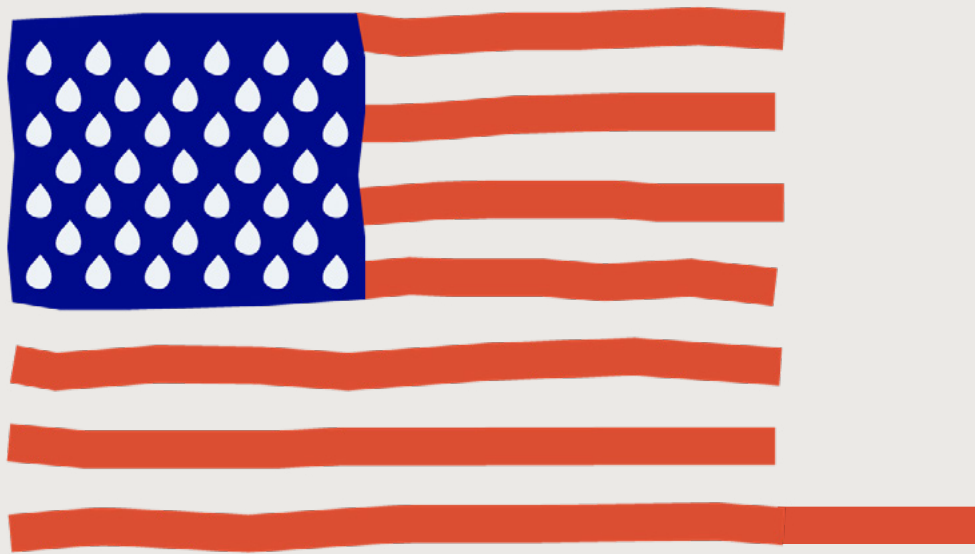


1. Connect with other breastfeeding champions

Talk with other parents at your organization about their breastfeeding experiences. Find out if there is an ERG (Employee Resource Group) or other group working on improving support for breastfeeding employees.



2. Understand workplace lactation laws



How is “lactation space” defined?

The Federal PUMP Act requires employers to provide a private, non-bathroom space for pumping that is shielded from view and free from intrusion.

Who is covered?

The PUMP Act covers nearly all employees, including salaried, healthcare, and agricultural workers. Most employers must comply, but businesses with fewer than 50 employees may seek an exemption.

Pump breaks + pay

Breastfeeding employees are entitled to reasonable break time for one year after childbirth. The law does not limit the number or length of breaks. If an employee is not fully relieved of duty, the break must be paid.

Many states have additional requirements

Learn more about your state workplace laws at mamava.com/breastfeeding-laws.



3. Document existing lactation accommodations (or lack thereof)

Conduct an audit:

- How many lactation spaces are there?
- Where are they?
- What kind of amenities do they provide?
- Are they in convenient locations?
- Take photos of existing lactation spaces.



A well-designed lactation space should offer comfortable seating, multiple outlets for pumps and devices, acoustic privacy, and easy access.

4. Conduct a survey to gather insights and stories

Data matters—especially when it gives voice to the needs and concerns of a specific organization. Send out a short survey and consider asking questions such as these.

Start with a qualifying question: Are you currently breastfeeding or have you breastfed within the last two years?

- Yes
- No (Exclude “No” answers, but thank them for their time!)

Have you experienced any challenges or barriers when it comes to pumping milk while at work?

Where do you pump at [NAME OF ORGANIZATION]?

[Include a list of existing spaces, if relevant. Other multiple choice options could include: Office space, the bathroom, car, break room, etc. Include what works best for your context.]

How would you rank existing lactation accommodations?

- Excellent
- Fair
- Poor

Do you feel that the lactation spaces are conveniently located and easily accessible?

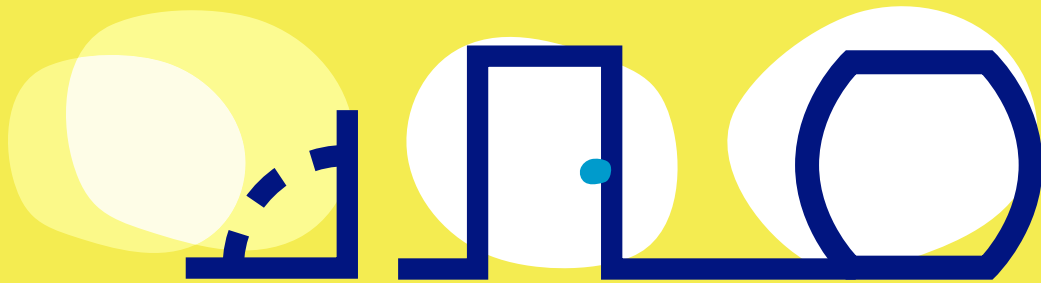
- Yes
- No

How would you rate the availability of lactation support resources and amenities, such as breast pumps, storage facilities, and informational materials?

- Excellent
- Fair
- Poor

Include an open text field for survey respondents to share personal, anonymous stories of pumping at your organization.

5. Assess your organization's resources and space constraints



Will you build out a new lactation room?

This approach often comes with significant expense and construction disruptions, so be sure to involve stakeholders early on. Understand foot traffic patterns and identify centrally located spaces. Consider permits, plumbing, electrical, and loss of square footage.

Will you repurpose an available space?

Your organization may have unused spaces, such as an empty storage closet or a borrowed office. But temporary solutions may not be consistently available when employees need them and don't send a clear message of lactation support.

What about installing a lactation pod?

Freestanding pods are a speedy solution to legal compliance and provide breastfeeding employees with a comfortable, all-in-one lactation space that's designed for their needs. Learn more about Mamava pods at mamava.com/all-products.



6. Present your findings to stakeholders

Use our [deck template](#) to present breastfeeding data and statistics, as well as local evidence and documentation to make a compelling case for improving lactation support.

