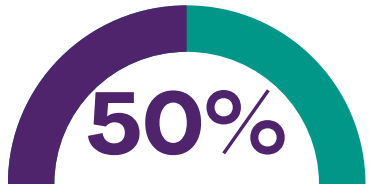




# Workplace Lactation Policies

## How Employers Can Help Prevent Violence



50%  
of parents are unsure about their  
workplace lactation rights



1 in 3 parents lack reliable access to  
a workplace lactation space

Lack of lactation supports is often identified as a barrier to parents staying in the workforce. Private space, adequate storage, and time to pump or nurse have been identified as needs of working lactating parents.

Establishing comprehensive lactation policies contributes to parent's continued participation in the workforce, leading to increased productivity and overall staff satisfaction.

This factsheet outlines how employers can move beyond simple compliance with basic protections and on to creating a more supportive and inclusive work environment.

### In Delaware...



Employees have the right to receive pumping breaks in a private space. The pumping space cannot be a bathroom.



Employers must provide lactating parents with an unpaid break from work to pump. Though employers must provide an unpaid break at a minimum, employers have the option to offer paid breast/chest-feeding breaks.



State law also allows for breast/chest pumps to be purchased or rented to allow for lactating parents to return to work with an easily supplied pump

# How does your workplace score?

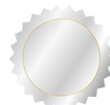


## Bronze

**Policy:** Verbal support of break time, but may not be a written policy.

**Location:** Private pumping space, but may be shared meeting or storage space that has a way to alert others it is occupied.

**Logistics:** Flexible break time available to express milk. If health insurance is provided then breast pumps are a covered benefit. Employer communicates FMLA or other maternity leave policies.



## Silver

**Policy:** A written policy is available upon request. The policy clearly supports legal break requirements, acknowledging need for flexibility in scheduling.

**Location:** The policy provides for a dedicated pumping space that may also be used for storage, or other "occasional" uses (not an office or meeting room that is routinely used).

**Logistics:** Provide flexibility beyond break time. Examples include: flexible start/end times, extended lunch break, flextime, work-from-home options, etc.



## Gold

**Policy:** A comprehensive policy communicated verbally and in writing to all employees. It exceeds legal minimum break requirements, provides detailed information regarding time and compensation, exclusions (or lack thereof), details the maintenance of a breastfeeding friendly working environment through staff education.

**Location:** Meets accommodations from Silver and provides a dedicated pumping space is functionally and aesthetically pleasing.

**Logistics:** Meets accommodations from Silver. Employer has specific maternity and parental leave policies supporting family bonding, establishing breastfeeding, and gradual return to full-time work. These benefits may be separate from any other paid time off or any disability pay.