

Santa Clara County Mother Friendly Employer Program Fact Sheet

[https://www.facebook.com/
BreastfeedingTaskForceSCV](https://www.facebook.com/BreastfeedingTaskForceSCV)

Visit our Facebook page
to learn more about
breastfeeding in Santa
Clara County.

Mother Friendly Employers understand the importance of breastfeeding and are committed to supporting breastfeeding mothers and families.

Benefits for Babies

- Breastfeeding is associated with a reduced risk of obesity, diabetes, asthma, ear infections, GI tract infections, sudden infant death syndrome (SIDS), and respiratory tract infections

Benefits for Mothers

- Breastfeeding is associated with a reduced risk of breast and ovarian cancer, diabetes, and cardiovascular disease
- Breastfeeding is less costly than using formula

Benefits for Employers

- Lower healthcare costs
- Improved employee morale
- Greater company loyalty
- Increased productivity
- Reduced absenteeism
- Lower Employee Turnover



“They [supervisors] have both been very supportive during my pregnancies and when I come back to work and need to pump breast milk at work for baby.”

- Breastfeeding Mother, Santa Clara Valley Health and Hospital System



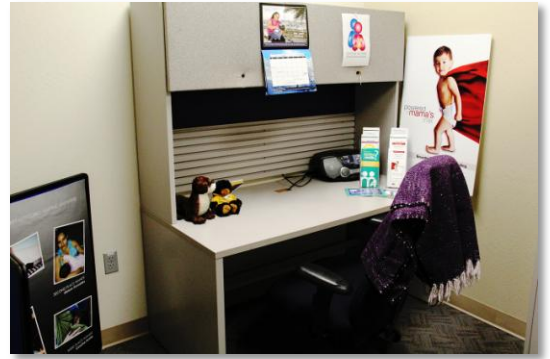
Supporting Breastfeeding Mothers is the Law

- Sections 1030-1033 of the California Labor Code and Section 4702 of the Patient Protection and Affordable Care Act require employers to provide a reasonable amount of break time and private location to express breast milk
- According to Section 43.3 of the California Civil Code, a mother may breastfeed her child in any location, public or private, where the mother and child are otherwise authorized to be present

How to Become a Mother Friendly Employer

In order to become designated as a Mother Friendly Employer, an organization must meet, and have a written lactation accommodation policy that address the minimum requirements of the program in the following areas:

- Break time
- Space to express breast milk
- Storage
- Notification/education about policy
- Atmosphere of acceptance



Mother Friendly Employers Receive the Following

- Certificate indicating Mother Friendly Employer Designation
- Ability to use Mother Friendly Employer seal to promote organization
- Listed online as a Mother Friendly Employer
 - Santa Clara County Public Health Department Website
 - Breastfeeding Task Force of Santa Clara Valley Facebook page
- Recognition at the Breastfeeding Task Force of Santa Clara Valley Breastfeeding Month Celebration in August



Apply For Mother Friendly Designation

Additional information, including program requirements, FAQ sheet, and lactation accommodation policy template can be found at:

<http://www.sccgov.org/sites/sccphd/en-us/Partners/cdip/Breastfeeding-Promotion-Project/Pages/Worksites.aspx>

Once a written lactation policy is passed, the online program application can be filled out at:

<https://www.surveymonkey.com/s/SCCMotherFriendly>

For more information or questions, please contact the Center for Chronic Disease and Injury Prevention (CDIP) at 408.793.2700