COALITION OF OKLAHOMA BREASTFEEDING ADVOCATES

Breastfeeding Support in the Workplace Position Statement

The Coalition of Oklahoma Breastfeeding Advocates (COBA) recognizes the critical importance of workplace support for breastfeeding parents returning to work after the birth of their child. Supportive workplace environments are essential to promoting, protecting, and sustaining breastfeeding, which improves the health of families, workplaces, and communities.

POSITION

COBA supports workplaces that implement policies and practices to ensure breastfeeding employees are supported through:

- Providing a secure, private, and hygienic space (not a restroom) for employees to breastfeed or express milk, in accordance with federal, state, and local laws, including the PUMP for Nursing Mothers Act.
- Allowing reasonable break time for breastfeeding or milk expression to support milk supply, comfort, and overall well-being.
- Establishing and maintaining written workplace policies that promote, protect, and support breastfeeding and pumping employees.
- Creating a workplace culture that normalizes breastfeeding and supports employees without stigma, discrimination, or penalty.
- Supporting flexible scheduling, when possible, to meet the needs of breastfeeding employees.
- Providing access to resources, education, and referrals to support breastfeeding families.
- Supporting continued efforts to advance policies such as paid family leave that improve breastfeeding outcomes and family health.
- Encouraging the use of COBA resources, including the Public Spaces Toolkit, to extend breastfeeding-friendly practices into the community.
- Ensuring supervisors and managers are educated regarding workplace lactation accommodations and employee rights under applicable laws.

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