

Mom-Friendly

Design Recommendations for Lactation Rooms

Effective March 23, 2010, the Fair Labor Standards Act requires employers to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk."



We have partnered with a creative team of designers to review steps for establishing lactation rooms in new and existing facilities, as well as new and innovative solutions to create a clean supportive environment for users.

To learn more about design for moms and babies and to receive continuing education credit, please take our course entitled LD001 Lactation Design: Facility Solutions for Supporting Breastfeeding in the Hospital, the Community and the Workplace.

Breastfeeding Moms, their Employers and Communities Should Know:

- Breastfeeding is highly recommended by the American Academy of Pediatrics, the US Surgeon General, the CDC and the World Health Organization for the health benefits that it affords to babies and their mothers.
- Employer sponsored breastfeeding support programs have shown numerous business advantages for employers.
- Federal and State laws protect US mothers' right to express breast milk in the workplace.
- Most state laws protect a mother's right to breastfeed in public.

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Steps to creating a lactation room

Lactation Room Design Ideas and Recommendations

Lactation Room/Mom-Friendly Products

References and Resources



To learn more, please take our course:
LD001 Lactation Design: Facility Solutions for Supporting Breastfeeding in the Hospital, the Community and the Workplace

About the Mom Friendly Network

Many new moms choose not to breastfeed or wean their babies early due to a lack of education and support necessary to initiate breastfeeding and achieve an adequate milk supply.

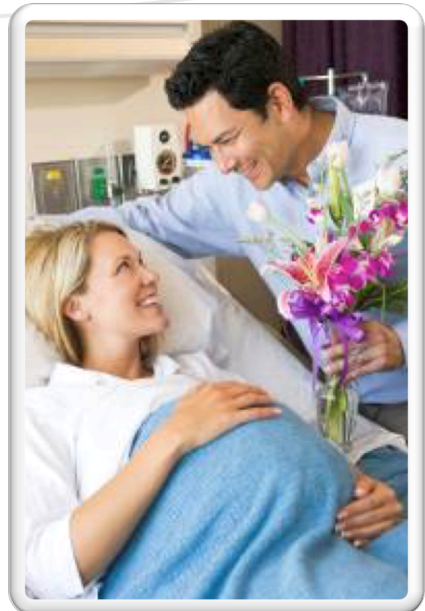
Entities like "Baby-Friendly" Hospitals and breast milk banks are using breast milk to save lives by providing milk for critically ill infants. Their programs are hinged on the decision of mothers to supply what many in this profession term "liquid gold." According to the Baby-Friendly Hospital Initiative's Ten Steps to Successful Breastfeeding, "rooming-in" promotes breastfeeding in the hospital.

Learn more about the [Baby-Friendly Hospital Initiative](#).

Find [Baby-Friendly Hospitals and Birthing Facilities](#)

Learn about the [Best Fed Beginnings Program](#)

New and expectant mothers can find helpful information to prepare for a successful start to lactation after delivery from The Joint Commission, a not-for-profit organization that accredits healthcare organizations for quality performance.



"Providing a supportive environment in hospitals and birthing facilities is important to breastfeeding initiation."



To learn more visit:

- [Baby-Friendly Hospital Initiative](#)
- [Best Fed Beginnings Program](#)

The Lactation Design Workplace Initiative

The Lactation Design Workplace Initiative is a new program developed to address the need for lactation accommodations in the workplace. Our mission is to improve workplace lactation accommodations by developing solutions for organizations to provide lactation spaces for employees and clients/customers visiting their facilities. With this new program we hope to develop and address the needs for lactation accommodations inside a workplace and to comply with the amendments to section 7 of the Fair Labor Standards Act ("FLSA").

Community Support

Breastfeeding moms need community support to successfully provide breast milk for their babies for at least the first year of life. While some mothers are able to stay home with their babies and breastfeed, other mothers face challenges that may threaten breast milk supply, such as returning to work. Regardless of whether the mom works outside the home, most do travel within their communities for weekly errands and appointments.

Provisions have been made in many facilities to support breastfeeding moms who need to feed their babies or to express breast milk outside of the home; however, ignorance about the life-sustaining value of human breast milk and stigmas surrounding the female body have prompted unfriendly responses to breastfeeding in public.

Community support comes in the form of:

- Educational programs for women of childbearing age, highlighting the benefits of breast milk, the risk associated with breast milk substitutes, and the rights of mothers to breastfeed and express breast milk
- Childcare programs that allow mothers to breastfeed on site and to bring expressed breast milk for infant feedings
- Retail and dining facilities that accommodate breastfeeding mother baby couplets
- Workplace lactation programs

For more information on community support programs in your area, please contact the [breastfeeding coalition](#) in your state.



Good News for Working Moms!

Amendments to section 7 of the Fair Labor Standards Act (“FLSA”).

“An employer shall provide—

- a reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk; and
- a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.”

(<http://www.dol.gov/whd/nursingmothers>)



Good News for Working Moms!
Section 7 of the Fair Labor Standards Act (“FLSA”)

Workplace Support

The American Academy of Pediatrics recommends support for breastfeeding for the first year of an infant's life. Although 75% of new mothers in the US initiate breastfeeding, less than a third of those mothers continue breastfeeding for one year (USBC, 2010).

Many mothers would choose to breastfeed longer if they had a supportive environment, including proper accommodations for expressing breast milk in the workplace.

Some employers support breastfeeding by allowing new mothers to work from home, providing private accommodations for expressing breast milk in the office, and providing on-site childcare and breastfeeding breaks for mothers. The advantages of supporting breastfeeding in the workplace are numerous, not only for the families involved, but also for companies, global healthcare, and economy. For more information, see the helpful links listed below.

[Support for Breastfeeding in the Workplace](#)

[Break Time for Nursing Mothers](#)

[Employee's Guide To Breastfeeding And Working](#)

[The Business Case For Breastfeeding](#)

[Easy Steps to Supporting Breastfeeding Employees](#)

[Tool Kit: Resources For Building a Lactation Support Program](#)



I'll get a breast pump, and make milk at work!

Lactation Room Design Recommendations

The Lactation Room Design Recommendations is Funded in part by the American Association of University Women (AAUW) Community Action Grant



Download Press Release

A woman should not have to choose between resuming her higher education or career and providing breast milk for her child.

Currently, many women are deterred from returning to school or work if they are breastfeeding an infant for fear that they will not be able to continue breastfeeding after resuming an education or a career. Those who do return to work are often forced to make the difficult decision to wean their babies earlier than planned due to inadequate accommodations to express milk in a university setting or in the workplace. The goal of this project is to provide tools and inspiration more facilities to become “Mom Friendly.”

According to the CDC, women who work outside the home do not breastfeed as long as stay-at-home mothers. The lack of accommodations for breast milk expression contributes largely to a woman’s decision to wean her baby early or to avoid breastfeeding altogether. In 2010 the U.S. Fair Labor Standards Act was amended to require break time and a private lactation space (not a restroom) for mothers who wish to express breast milk in the workplace; however, many facilities are not yet compliant.

This project’s goal is to create recommended standards to be used by building owners, employers and universities to provide sufficient lactation accommodations for women who work, visit, or study in their facilities.

The mentoring component of this project wills teenage girls to participate in the development of the guide, contributing to an important cause for women and sharpening leadership skills. The goal of this project is to increase lactation accommodations in places where women work, study or visit, while providing valuable mentorship to aspiring designers.

If you are currently breastfeeding or plan to breastfeed, please complete the survey below. <https://www.surveymonkey.com/r/TWMK9QJ>.

Institute for Patient-Centered Design Receives AAUW Community Action Grant career in design or a leadership role. Since 1972, Community Action Grants have provided funding to individuals, AAUW branches and state organizations, and local, community-based nonprofit organizations for innovative programs that promote education and equality for women and girls. Special consideration is given to projects that focus on girls’ and young women’s achievement in science, technology, engineering, and mathematics.

“We at the Institute were thrilled to receive the Community Action Grant. This will enable us to fulfill our goal of developing a free guide that may be used by employers to provide lactation rooms in the workplace,” says Tammy Thompson, the Institute’s president and program director. “The Institute’s Mom-Friendly Network seeks to empower mothers who choose to breastfeed with information and resources to support their decision. This Community Action Grant will allow us to expand our reach, as well as the free services that we offer to support breastfeeding moms.”

“We’re so proud to continue this wonderful legacy and to salute this new class of fellows and grantees,” said Gloria Blackwell, AAUW vice president of fellowships, grants, and global programs. “They now join the ranks of Nobel Prize winners, celebrated authors, social entrepreneurs, and prominent scholars who have used AAUW funding to advance equality for women and girls.”

Lactation Design

“New Standard” Milk Expression Console



Building Program

Compliance: federal and states laws, ADA, health care and food handling guidelines, hand washing protocols, BIFMA, and milk expression ergonomics

Disease Prevention: reduce risks with Hospital Acquired Infections (HAI) and Workplace Acquired Infections (WAI)

Complete Facility Set-Up: optimized for milk expression for multiple users, one user at a time; with public or private access; with or without gatekeeper.

“New Standard” Design

Barrier Zone: 12” splashguard between milk expression and wash zone (seamless integration)

Wash Zone: solid surface countertop and sink (seamless integration); hands-free fixtures

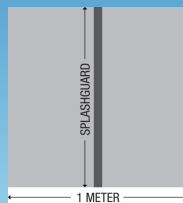
Milk Express Zone: solid surface countertop with splashguards (seamless integration) and attached washable vinyl covered ergonomic seat with vertical height adjustments

Milk Expression Space – 3 Zones

Reduces Disease Spread & Contamination Risk in Expressed Breast Milk



Express Zone



Barrier Zone



Wash Zone

(Splashguard or 1 meter space)

The “New Standard” for Milk Expression

- Health Care & Food Handling Guidelines
- Hand Washing Protocols
- Multiple Users, One User at a Time

Information and images on pages

6 and 7 were provided by Qena McCarty, Aqena, Inc., manufacturer of the “Lactette” milk expression console as part of the Lactation Design Educational Webinar.

Lactation Design

“New Standard” Milk Expression Room Floor Plan

A: Milk Expression Space

“New Standard” Milk Expression Console

One user at a time for milk expression

Room available for multiple users; Public or Private Access; Optional Gatekeeper & Scheduling

Serves up to 6 women with scheduled 30 min. breaks every 3 hrs. per work day

Occupancy door lock

Recommended Room Amenities: water, electricity, lighting, HVAC, non-carpeted floor, trash receptacle, liquid dish soap, hand towels/air dryer, mirror.

B: Vestibule

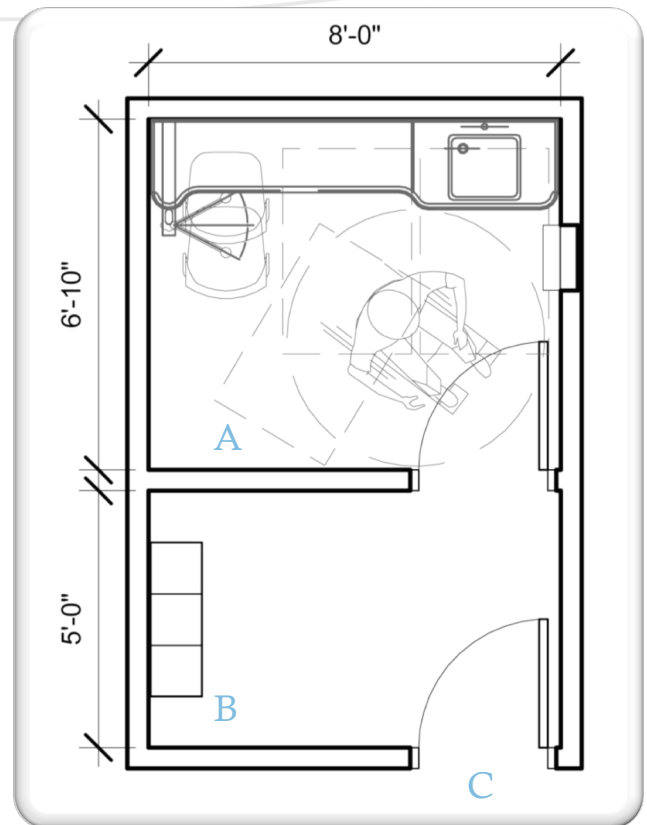
Users have 24/7 accesses to optional amenities:

Recommended

- Locker storage for personal breast pumps & milk storage coolers

Not Recommended

- Microwave for sanitizing equipment
- Refrigerator for milk storage



C: Breast Pumping Room Signage

Users easily find facility and owner helps proper utilization (no breastfeeding)

Milk Expression Space (A) = 55 square feet

Vestibule (B) = 41 square feet

Total SF (A + B) = 96 square feet



Author of “Lactation Room Design,” published in AIA Best Practices, February 2008

“Lactation Rooms: Employee to Station Ratio”

(Lactation room planning calculations developed by the CDC)

Findings:

- For every 100 women in a building (or 200 employees, both male and female), there should be one lactation station.
- 4 women can share one lactation station each day.



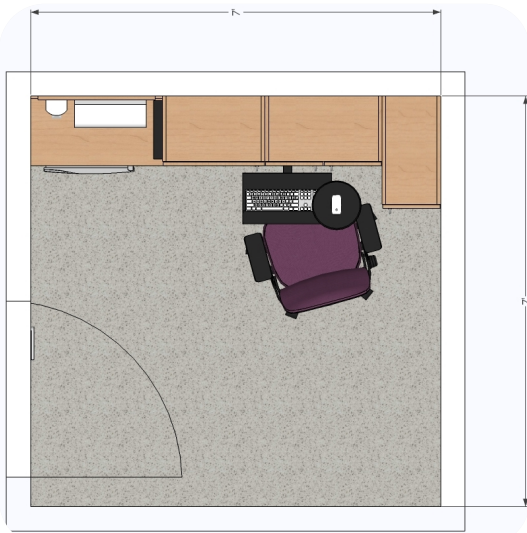
Liz York

A.I.A., LEED AP; Chief Sustainability Officer, CDC

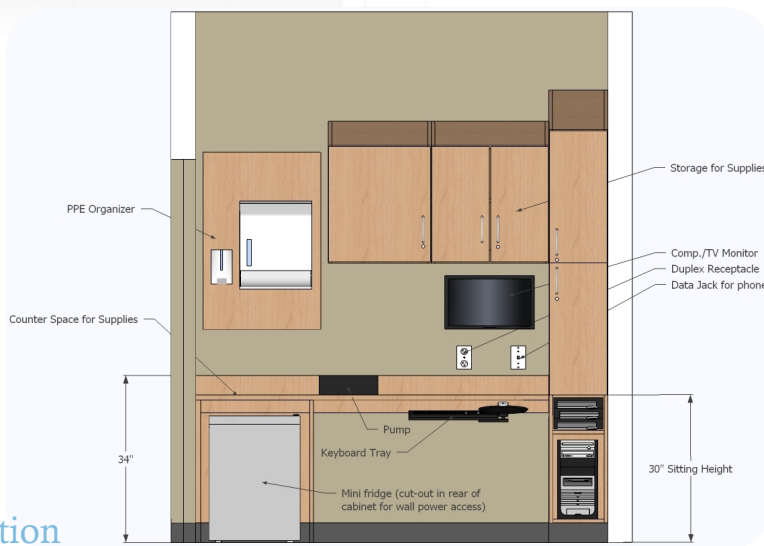
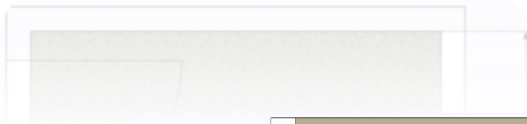
Component	Notes:
*2-4 Walls	Necessary to complete a full enclosure
*Entry door	With locking capability
*Chair	Tablet arm option for small spaces may replace a table
Ceiling	Partitions may extend to the existing ceiling, or require a suspended ceiling where existing space is exposed to structure. Acoustical privacy is necessary.
Table	Sitting height for breast pump accessories
Communal storage	Used for lactation reference materials and general supplies, such as paper towels, cups, etc.
Human milk storage	In-room refrigerator or lockable milk storage bins that may be transported to the common refrigerator
Personal storage	Lockers for users to store personal supplies
Sink	Recessed in counter for sanitizing supplies
Counter	Standing height for assembling pump accessories and sanitizing
Microwave oven	For sanitizing pump accessories in sterilization bags
AV capabilities	Monitor and i-pod dock for playing videos and/or music
Privacy partitions or curtains	This may be necessary in booth configurations that accommodate multiple users.
	* Minimum Requirements

Lactation Design: Workplace Initiative

This space offers accommodations for one user at a time. However, lockable storage has been provided so that multiple users have dedicated personal space. In this smaller space the following has been accommodated.



Plan View



Elevation



7 x 7 Solution

- Personal Storage
- Supply Storage
- Ergonomic Seating
- Technology
- Outlets

Cost: Typical space with all modular furniture components shown is approximately \$3700.00

*Estimates are based on Steelcase current price list. The pricing is an estimate only and does not address finishes beyond standard. Accessories and sink/plumbing are not included in estimate.

Lactation Design: Workplace Initiative

This space offers accommodations for one user at a time. However, lockable storage has been provided so that multiple users have dedicated personal space. A larger lactation space has been provided with adequate storage and amenities including the following.

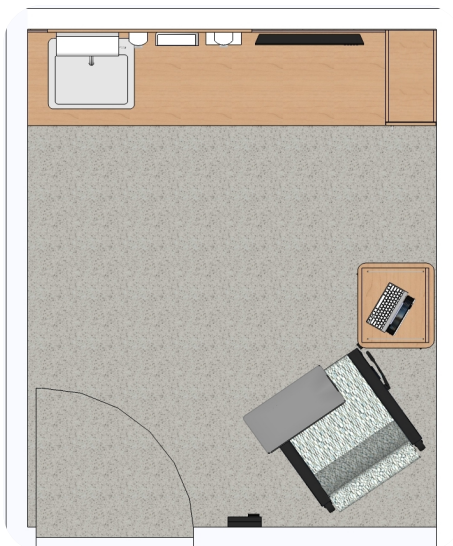


8 x 10 Solution

- Personal Storage – multiple units
- Open Supply Storage
- Recliner – (Heat and Massage available)
- Technology
- ADA Sink
- PPE
- Trash Receptacles
- Refrigerator
- Mobile storage unit

Cost: Typical space with all modular furniture components shown is approximately \$6200.00

*Estimates are based on Steelcase current price list. The pricing is an estimate only and does not address finishes beyond standard. Accessories and sink/plumbing are not included in estimate.



Plan View



Elevation

Lactation Design: Workplace Initiative

This space offers accommodations for up to three users at a time. In this larger shared space, individual lactation areas have been provided and will be private in nature with privacy walls and sliding doors to close off each individual space. However, the amenities area will be a shared area, with individual locking storage for individual accommodations.



12 x 19 Solution

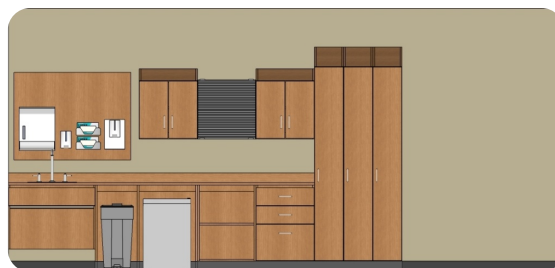
- Personal Storage
- Supply Storage – Upper and Lower
- ADA Sink
- PPE
- Refrigerator
- Trash Receptacle
- Recliners in each space
- Privacy walls and Doors
- Media centers in each space
- Personal storage in each space
- Charging stations in each space

Cost: Typical space with all modular furniture components and modular walls and doors shown is approximately 33,000.00

*Estimates are based on Steelcase current price list. The pricing is an estimate only and does not address finishes beyond standard. Accessories and sinks/plumbing are not included in estimate.



Plan View



Elevations

Peace & Quiet



Peace of Mind

The *Fair Labor Standards Act* requires employers to provide designated private space for breastfeeding or expressing milk. Designing a comfortable space involves more than just visual privacy.

What about acoustic privacy?

Contact us to learn more about the role of sound masking in lactation room design and overall workplace acoustics.



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logison.com

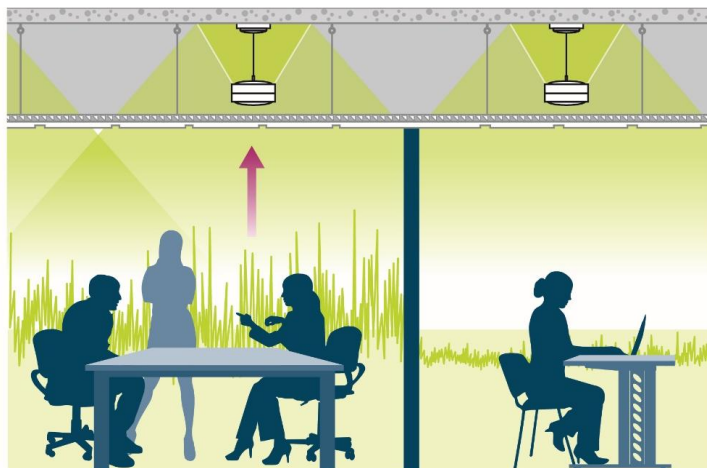
Sound Masking: Lactation Room Design Guidelines

Acoustic Privacy: The Role of Sound Masking

Lactation rooms should provide privacy and comfort for occupants, as well as those around them. While most building professionals are familiar with using walls to block conversations and noise, as well as the benefits of absorptive ceiling tiles, fewer understand the role sound masking plays in acoustic design.

Sound travels in various ways, making it difficult to contain. Even if walls are built deck-to-deck, noise and conversations can still find their way in and out of a room through various pathways, including the plenum, return air grilles, gaps along the window mullions, penetrations introduced during or post-construction—and the walls themselves. If the background sound level within the room and/or the adjoining spaces is lower than the sounds passing through the walls, it will be possible to hear them.

That is why it is preferable to combine a reasonable amount of isolation with the raised background sound level provided by a sound masking system. Furthermore, when sound masking is included in overall planning, companies can achieve cost-efficiencies and improved acoustical outcomes.



A sound masking system uses loudspeakers to distribute a comfortable background sound throughout a facility.

Though many compare the sound of a well-designed and professionally-tuned masking system to softly blowing air, it is specifically engineered to cover speech.

Masking also covers up incidental noises arising from activities or minimizes their disruptive impact on occupants by reducing the amount of change between the baseline and volume peaks within the space.

Best Practice: Design, Installation, Tuning, Reporting

- Install a networked-decentralized sound masking system in and around lactation rooms.
 - Masking outside the room prevents overhearing sounds generated inside.
 - Masking inside the room improves comfort by covering noise generated outside and provides a consistent ambient environment for occupants entering and exiting the room.
- Avoid using sound masking as a spot treatment outside the lactation room. However, if budget only allows for partial coverage, the system outside the room should extend to a logical physical breakpoint, such as a doorway separating one space from another.
- Install masking loudspeakers invisibly above the acoustic ceiling tiles, where possible. In spaces with gypsum or other hard ceilings, ceiling plate loudspeakers or transducers can be used.
- The masking system should provide small control zones, such that:
 - A dedicated zone is provided for each lactation room and each adjacent closed room.
 - Zones in adjacent open space do not exceed three loudspeakers in size.

- Each control zone should include a dedicated masking generator, volume control in 0.5 dBA steps from 35 to 85 dBA @ 1m, as well as third-octave equalization from at least 100 Hz to 5 KHz.
- The masking sound must be professionally tuned and tested. After being adjusted to conform to the overall and third-octave band levels and tolerances in Table 1, average masking sound levels (Leq) in each zone should be measured in the occupancy-ready (but unoccupied) facility for a minimum 15-second period using a calibrated ANSI Type I analyzer.
- Overall masking volume inside closed rooms may be 40 to 45 dBA, depending on acoustical requirements and comfort. In open areas, volume may be adjusted up to 48 dBA.
- A written report must document: 1) the system design, 2) the test and adjustment equipment, as well as the tuning procedure followed, and 3) results for each zone, including a drawing showing the test locations, a graph and table of overall and third-octave levels compared to specified targets, as well as an explanation for deviations exceeding the prescribed tolerance.

Table 1: Sound Masking Spectrum and Tolerances

Overall Volume	Level (dBA)	Tolerance (+/- dBA)
	45	0.5
Third-Octave Bands (Hz)	Level (dB)	Tolerance (+/- dB)
100	46.9	2
125	45.9	2
160	44.7	2
200	43.9	2
250	42.7	2
315	41.4	2
400	40.4	2
500	38.9	2
630	37.4	2
800	35.4	2
1,000	33.7	2
1,250	31.4	2
1,600	29.4	2
2,000	27.4	2
2,500	24.9	2
3,150	22.4	2
4,000	19.4	2
5,000	16.4	2
<i>Note: Band levels shown are for 45 dBA overall volume. If using a different overall volume, adjust band levels by 1 dB for each 1 dBA change in volume.</i>		

This information is provided to the MomFriendly.org program for educational purposes only by the manufacturer of the LogiSon Acoustic Network sound masking system, a paid sponsor of the Institute for Patient-Centered Design's Lactation Design project.