

# Breastfeeding Friendly Employer Project

## November 2023

“With 70 percent of Vermont’s working women having children under the age of six years, family friendly workplace practices and policies are vital to their ability to be as productive as possible, while ensuring the best possible start in life for their children.

Being a breastfeeding friendly workplace benefits both workers and their employers.”

Lisa Ventriss, President, Vermont Business Roundtable

If you need help accessing or understanding this information, contact [wic@vermont.gov](mailto:wic@vermont.gov)

## Benefits of being a Breastfeeding Friendly Employer



- Reduced staff turnover and increased retention of skilled workers after the birth of their child.
- Reduced leave time for parents of breastfed/chestfed infants who are more resistant to illness.
- Lower and fewer health care costs associate with healthier breastfed/chestfed infants.
- Reduced risk of many conditions, including asthma, obesity, diabetes, and gastrointestinal infections for breastfed/chestfed infants.
- Reduced risk for breast cancer, ovarian cancer, and type 2 diabetes for lactating parents.
- Higher job productivity, employee satisfaction, and morale.
- Added recruitment incentives.
- Improved positive image in the community.
- Healthier workforce for the future.



**HealthVermont.gov**  
802-863-7200

 VERMONT  
DEPARTMENT OF HEALTH

## Letter from the Commissioner of Health

Dear Vermont Employer:

Breastfeeding is good for mothers and good for babies. In fact, the health benefits of breastfeeding are so well documented that the American Academy of Pediatrics recommends that babies breastfeed for at least a year, and more if mother and baby desire.

However, this can be a huge challenge for a new mother returning to the workplace after maternity leave.

To help new mothers succeed in giving their babies the healthiest start in life, we invite you to join the Vermont Breastfeeding Friendly Employer Project. The purpose of this project is to help employers develop supportive workplace policies, and to formally recognize employers who do.

This project is based on the recommendations of a Breastfeeding Study Commission established by the Vermont Legislature in the spring of 2000. It is supported by the Vermont Business Roundtable, Vermont Chamber of Commerce, Vermont Department of Economic Development, Vermont League of Cities and Towns, and the Vermont Department of Health.

Businesses with breastfeeding friendly policies report a return on investment and less employee turnover. Making your workplace breastfeeding friendly can be fairly simple. The information found at our website [www.breastfeedvermont.info](http://www.breastfeedvermont.info) can help you achieve the Breastfeeding Friendly Employer designation. If you already have breastfeeding friendly policies in place, congratulations!

Please complete the Breastfeeding Friendly Employer application found on the [breastfeedvermont.info](http://breastfeedvermont.info) website and we will send you the official designation and include your company's name on the published list of Breastfeeding Friendly Employers.

Thank you for your efforts on behalf of Vermont families.  
Sincerely,



Mark A. Levine, MD  
Commissioner of Health