



Employer Checklist: High-Quality Lactation Facilities

Insights to Action is a suite of resources meant to help state and local public health agencies improve recruitment and retention by acting on their data from the Public Health Workforce Interests and Needs Survey (PH WINS). Find more tools like this at <http://debeaumont.org/programs/insights-to-action/>.

Providing employees with high-quality lactation facilities is integral to facilitating employee engagement and belonging. Below is a checklist to consider when creating or evaluating this important employee benefit.

- ☐ **Secure:** Lactation areas need doors that can be locked to ensure privacy and prevent interruptions.
- ☐ **Secluded:** Facilities should be removed from where people are working.
- ☐ **Clearly marked:** Parents should easily be able to find and access lactation areas.
- ☐ **Private:** Windows should be glazed or covered to ensure visual privacy for lactating parents.
- ☐ **Comfortable:** Offer a comfortable chair or seating to ease the pumping process.
- ☐ **Accessible electrical outlets:** Seats must be situated near electrical outlets for breast pumps.
- ☐ **Surface for supplies:** Provide a clean, flat surface for breast pumps and other supplies.
- ☐ **Sink and cleaning supplies:** Running water and dish soap are essential for parents to keep pump parts sanitary.
- ☐ **Clean:** Breast milk must stay sterile. Lactation facilities, therefore, must be cleaned and sanitized regularly.
- ☐ **Refrigerator:** Ideally, provide a refrigerator for parents to keep breast milk at the optimal temperature until it is time to go home.

The Public Health Workforce Interests and Needs Survey (PH WINS), conducted in 2014, 2017, 2021, and 2024, supports the government public health workforce by measuring strengths and gaps to inform future investments in funding, training, recruitment, and retention.



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