



USAID
FROM THE AMERICAN PEOPLE

STAFF CARE PROGRAM
Connect. Strengthen. Thrive.



USAID
LACTATION
PROGRAM

Additional Information

- Department of Labor:
www.dol.gov/whd/nursingmothers/
- Section 7(r) of the Fair Labor Standards Act – BreakTime for Nursing Mothers Provision:
www.dol.gov/whd/nursingmothers/Sec7rFLSA_btm.htm
- Office of Personnel Management:
www.opm.gov/policy-data-oversight/worklife/reference-materials/nursing-mother-guide.pdf
- The Centers for Disease Control & Prevention:
<http://www.cdc.gov/breastfeeding/resources/guide.htm>
- International Lactation Consultant Association: www.ilca.org
- La Leche League International:
www.lalecheleague.org



Breastfeeding Support

The Staff Care Center offers members of our workforce and their families anywhere in the world free guidance from lactation consultants available 24/7, as well as access to discounted breast pumps, a free Nursing Mothers Kit, and educational materials and online resources. For more information, please contact:

Molly Vlach
Wellness Coordinator, Lactation Coordinator
Staff Care Center
o: 202-567-4145, c: 571-213-7819
SA-44 Room 542G
Email: mvlach@usaid.gov

Visit <http://staffcare.usaid.gov/> for more information about Staff Care's Lactation Program.

Contact Staff Care

Free phone: 877-98USAID (1-877-988-7243)

Direct Dial: 919-645-4960

For reverse charge calling: Call your international operator and request that the charges be reversed to this number: +44-0-208-987-6200

SMS Texting: 314-910-7728

Email: support@staffcarecenter.net

Follow Staff Care on **MyUSAID** for all the latest information.

USAID LACTATION PROGRAM

Background Information

The United States Agency for International Development (USAID) supports breastfeeding in the countries in which we work (see ADS Chapter 212), as well as in every one of our workplaces around the world. In December 2010, President Obama delegated authority to the U.S. Office of Personnel Management (OPM) to provide guidance to executive branch employees on workplace accommodations for employees who are nursing mothers.

USAID has a longstanding practice of accommodating nursing mothers in the workplace, and complies with OPM guidance and Section 4207 of the Affordable Care Act (Act). Through the services of the Staff Care Center (SCC), USAID offers nursing mothers at every Agency location around the world access a range of lactation services and resources. The USAID Lactation Program aims to enable a smooth transition for working moms to have peace of mind that they can continue nursing after returning to the workplace.

To review the laws and guidelines, see the "Additional Information" panel.



USAID's Lactation Rooms

Since 2001, USAID has had dedicated lactation rooms to encourage and support breastfeeding mothers. Lactation rooms are available to all USAID employees, regardless of hiring mechanism in all USAID headquarters buildings.

The SCC provided rooms are designed as a best practice to help mothers feel relaxed, comfortable, and supported by her workplace. These attractively furnished rooms are conveniently located within the office to provide access for mothers and children with minimal disturbance to the work environment. The rooms include comfortable seating, flat tables or surfaces, educational materials and resources, bulletin boards and mirrors; and are decorated with photo collections of the breastfed babies of USAID. Furthermore, all rooms are free from intrusion with locked doors, equipped with hospital-grade electrical pumps, refrigerators and freezers for storing milk, storage for mothers' attachment kits, disinfectant wipes, air purifiers, a telephone, and a water source, when available.

All USAID Operating Units –in the Field and at Headquarters – must identify a room or appropriate space to accommodate nursing mothers. This location must be functional as a space for expressing breast milk in line with OPM Guidelines and should align with the SCC best practices. A bathroom, even if private, is not a permissible location under the Act.

This policy covers all members of the USAID workforce, regardless of hiring category.

Break Time

The OPM guidelines state that “agencies should provide nursing mothers with a reasonable break time to express breast milk whenever needed throughout the workday. The frequency and duration of time necessary to express breast milk may vary depending on the needs of the nursing mother.”

Locations of Lactation Rooms:

- Ronald Reagan Building Room 2.6(c) by the 13½ Street elevators, Room G1-20 Health Unit
- State Annex-44 Room 460
- Potomac Yards Room 11-220
- Washington Learning Center Rooms 6E14-A, 6E16-A, and 6W08
- Crystal Plaza 3: Room 10075

Registration

To register for the Agency's Lactation program, please contact Molly Vlach, the Lactation Coordinator, mvlach@usaid.gov. These rooms are also available to guests of USAID facilities.

