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# North Dakota Infant Friendly Workplace

MERGING **Motherhood & Work**

NORTH  
**Dakota** | Health & Human Services  
Be Legendary.





## ***Employer Benefits of an Infant Friendly Workplace***

### **Reduced Sick Leave.**

Breastfed infants have lower risk for common illnesses such as colds and ear infections, reducing sick leave for new mothers.

### **Lower Healthcare Insurance Costs.**

Healthier infants require fewer medical appointments and prescriptions, leading to lower employer costs.

### **Higher Employee Productivity.**

A supportive environment for breastfeeding mothers has been shown to increase both morale and productivity.

### **Retention of Experienced Employees.**

Studies show that businesses with breastfeeding support programs have higher retention rates for new mothers.



## ***What Does It Take To Become An Infant Friendly Workplace?***

An Infant Friendly Workplace is a voluntary designation for employers who have a workplace breastfeeding policy, including:

- A dedicated, private space that is not a restroom for pumping breast milk.
- Flexible break/work scheduling for pumping breast milk.
- Access to a nearby sink and refrigerator.
- North Dakota Health and Human Services is here to assist workplaces across North Dakota create a private, comfortable space to achieve the Infant Friendly Workplace designation.

