




# Cheat Sheet Supporting Nursing Parents at Work

## A Manager & HR Quick Guide





### Why It Matters

- Builds an **inclusive, family-friendly workplace**
- Boosts **employee retention & morale**
- Supports **health & well-being** for both parent and child




### Know the Basics

-  Provide **time & space** for pumping/breastfeeding
  -  Ensure compliance with **legal requirements** (breaks, accommodations, privacy)
  -  Include clear **policies in employee handbooks**
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### Practical Support for Managers

-  Allow **flexible scheduling**
  -  Provide **private, clean spaces** (not bathrooms)
  -  Normalize conversations around **supporting nursing parents**
  -  Model **understanding & empathy** in team culture
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### Building Inclusive Culture

-  Communicate policies clearly to all employees
  -  Foster a culture of **respect & understanding**
  -  Highlight support as part of your **diversity & inclusion efforts**
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### Key Takeaway

Supporting nursing parents isn't just a policy—it's a **leadership practice** that strengthens **employee loyalty, well-being, and workplace culture**.

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 **Manager Action Step:** Review your team's current practices today. Is there a clear, supportive system for nursing parents?