

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**

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

Building Inclusive Culture

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

Key Takeaway

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

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