



## Business Case for Breastfeeding Request for Proposals

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### Awards:

Eligible worksites will receive a refrigerator, rocking chair, hospital-grade breast pump, and four lactation kits, or any combination of eligible items, depending on the worksite's needs after a breastfeeding/lactation support policy has been implemented.

### Deadline:

Worksites will be notified as soon as possible regarding the status of their proposals. Equipment will be provided while supplies last.

### Eligibility:

Any worksite within Sedgwick County with a written breastfeeding/lactation policy. Technical assistance for policy development is available from Kansas Academy of Family Physicians. For more information, please call 316-721-9005. Possible additional costs include purchasing additional lactation kits and breast pump maintenance after warranty expiration.

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### Project Purpose

As part of the Patient Protection and Affordable Care Act (ACA), worksites are required to provide breastfeeding/lactation accommodations for breastfeeding mothers. The longer a woman breastfeeds her child, the lower her risk of serious diseases, such as diabetes, heart disease, and breast cancer; and the lower the child's risk of infections, obesity, diabetes, and other diseases. KAFP recommends exclusive breastfeeding for six months and continuing breastfeeding for the first year of life and beyond. Mother-child separation due to work presents a serious challenge to meeting breastfeeding goals when employers do not meet the simple need of employees who breastfeed: flexible breaks to regularly express milk in a clean, private space that is not a bathroom.

Women now comprise half of the U.S. workforce and are the primary breadwinner in nearly four out of ten American families. The fastest growing segment of the workforce is women with children under the age of three. The Centers for Disease Control and Prevention indicates that nearly 75% of women initiate breastfeeding, but breastfeeding rates at six months and one year drop dramatically. Returning to an unsupportive work environment has been identified as a major reason for the early abandonment of breastfeeding. Workplace support can help more women balance working and breastfeeding.



## Successful applications must include:

1) **A copy of the worksite lactation/breastfeeding policy**

2) **In a separate typed document, include:**

- **Contact information:**

Name of company; Name of company contact person; Mailing address; Phone number; E-mail

- **Needs Statement:**

Describe the needs of your worksite to provide the proper resources to breastfeeding mothers. Please include demographics such as the total number of employees and the number of employees who are women of childbearing age (19-44 years old).

- **Implementation Plan:**

Describe your current breastfeeding/lactation policy and how the equipment will be utilized. Also include your communication plan for employees, space that will be allocated, how the use of equipment will be integrated into the current breastfeeding/lactation policy, implementation date for the policy, etc.

- **Project Evaluation:**

One year after delivery of equipment, you will be asked to participate in a follow-up survey.

**Only one application will be accepted per worksite. Applications may be submitted via email or U.S. mail.**

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## Lactation/Breastfeeding Policy Resources:

- U.S. Department of Labor: Fact Sheet #73—Break Time for Nursing Mothers under the FLSA
  - CDC: Healthier Worksite Initiative—Lactation Support Program
  - Kansas Business Case for Breastfeeding
  - Womenshealth.gov—Supporting Nursing Moms at Work: Employers' Solutions
  - Womenshealth.gov—Breastfeeding
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## For questions and proposal submissions:

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