



**NORTH DAKOTA**  
DEPARTMENT of HEALTH

*“The ND Department of Health is pleased to be recognized as an infant friendly workplace. We all know that breastfeeding makes babies healthier and supporting breastfeeding moms who work lets moms breast-feed longer. And employers benefit with lower absenteeism and turnover. What a great win-win-win.”*  
- Dr. Terry Dwelle, State Health Officer

## **Program Components:**

### **Mother’s Room:**

- The Capitol building has a Mother’s Room located on the main floor, near the women’s bathroom. All employees or visiting moms are welcome to express milk in this private, calm, and relaxing atmosphere. The health department employees are also welcome to pump in their offices if desired.

### **Breastfeeding Equipment:**

- The Department of Health provides a hospital grade electrical pump for mothers to use. Each mother will need to purchase and bring their own kit for hygienic purposes. Small coolers can be used to safely store expressed milk.

### **Milk Expression Scheduling:**

- Employees are encouraged to flex their work time around the personal need to express milk. If more than one mother is utilizing the Mother’s Room, a schedule is provided in the room to help set times and avoid conflicting schedules.

### **Education & Support:**

- Mothers are supported by the “Department of Health family” on a daily basis. Colleagues know and understand the difficulty of being a mother and an employee at the same time and are there to help at any given moment. Mothers are encouraged to visit the breastfeeding website for more education. [www.ndhealth.gov/breastfeeding](http://www.ndhealth.gov/breastfeeding)
- A North Dakota Department of Health policy has been developed that describes additional support for the needs of breastfeeding mothers in the workplace.

### **Program Impact:**

- Support for working mothers has reduced staff turnover and greater retention of experienced workers after the birth of a child.
- Healthier moms and kids reduce sick time and personal leave.
- Enhanced job productivity with greater employee satisfaction, loyalty and morale.
- A great reputation of being a family friendly department.



### **Contact:**

North Dakota Dept of Health  
Attn: Dirk Wilke  
600 East Boulevard Ave.  
Bismarck, ND 58505-0200  
Phone: 701-328-3256

