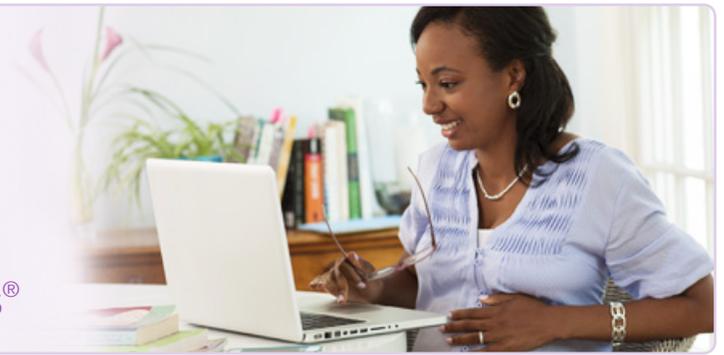


# Workplace standards that support parent and infant health

Healthy Babies Healthy Business<sup>®</sup>



For purposes of these standards, expecting parents are women who are pregnant, their partners and parents who are having a child via surrogacy or adoption. New parents are women who have recently had a baby, their partners and parents who have a child via surrogacy or adoption.

## 1 Legal requirements for expecting and new parents

- a. Provide reasonable physical accommodations for employees, such as modified work for pregnant women in positions that require heavy lifting, in compliance with the Americans with Disabilities Act, Pregnancy Discrimination Act and state law.
- b. Provide a dedicated lactation room for employees to pump and store milk.
- c. Ensure compliance with federal and local Family Medical Leave Act (FMLA) requirements.
- d. Verify that offered health plans cover preventive care, immunizations and screenings, as defined by the Affordable Care Act, without cost-sharing for the employee.

## 2 Flexible scheduling for expecting and new parents

- a. Give employees flexibility to go to prenatal, postnatal and pediatric appointments.
- b. Consider offering employees the opportunity to work from home in a variety of scenarios — immediately before the due date, phasing back into work after parental leave and/or on an on-going basis — to encourage better work-life balance.
- c. If possible, offer employees the ability to return to work on a part-time basis.

## 3 Evidence-based leave policies for expecting and new parents

- a. At minimum, offer and promote FMLA as a means for employees to take job-protected time to care for themselves and their baby.
- b. Implement paid family leave for new parents, as evidence suggests that this strategy decreases infant mortality rates, increases vaccination rates for babies, extends duration of breastfeeding, increases the likelihood that employees return to work, and reduces the risk of postpartum depression.
- c. Consider updating bereavement leave policies to provide coverage to women who experience loss of pregnancy to provide time for physical and emotional healing.

## 4 Supportive care programs for expecting and new parents

- a. Encourage healthy activities in the workplace, like healthy eating, physical activity and smoking cessation.
- b. Promote employee networks that connect peers that encourage them to support each other and answer questions related to being a working parent.
- c. Provide breastfeeding space and scheduling (sign-up sheet or calendar) that allows for pumping during the day.
- d. Train managers and educate peers on supporting expecting parents at work and new parents upon their return to work.
- e. Offer and promote an employee assistance program (EAP) to help expecting and new parents find resources like daycare and financial planning.

- f. Ensure expecting and new parents have access to a Certified Lactation Counselor<sup>®</sup> through their health plan or health management program who can counsel and support them on common issues related to breastfeeding and pumping.

## 5 Health care delivery system engagement

- a. Contract with high-value providers that follow evidence-based guidelines for healthy pregnancies.
- b. Require “hard stop” utilization management requirements in which early elective delivery or non-medically indicated c-sections are deemed inappropriate.
- c. Steer patients toward health systems with c-section rates in line with World Health Organization targets.

## 6 Communicating healthy pregnancy policies and healthy behaviors

- a. Use multi-channeled communications, including mailers, e-mail, social media, texting, apps, lunch-n-learns and webinars.

- b. Educate managers and team leads on healthy pregnancy policies so they can communicate with employees and answer questions.
- c. Consider offering social events to create networks of expecting and new parents.
- d. Create a webpage on your internal website that acts as a hub for expecting and new parents that outlines healthy pregnancy and baby care policies and available programs.

## 7 Evidence-based infertility benefits

- a. Design infertility benefits to incentivize employees to seek care at high-quality reproductive specialists who follow evidence-based practices.
- b. Require that in-network reproductive specialists adopt a single-embryo transfer policy to reduce the incidence of high-risk multiples, with limited exception.