



## **New Moms' Healthy Returns**

Employee Survey Questions on Workplace Lactation Support

### ***SURVEY INSTRUCTIONS***

Below is a helpful set of survey questions you can use to conduct an evaluation among your working parents for how they feel your company is doing to support breastfeeding. To use the questions as-is, simply:

1. Replace [COMPANY NAME] throughout with the name of your company
2. Copy and paste the question and answer option text into a survey platform, such as Survey Monkey – note that all text in *italics* represents instructions, and should not be included in the survey itself
3. Follow survey set-up instructions (added below answer options for questions that do not have a standard multiple choice format)

You are also encouraged to add or adapt questions to ensure the survey properly reflects your current lactation policies, and your specific aspirations for supporting breastfeeding parents in the future.

Congratulations on taking this important step to engaging your workforce, and showing your care and attention to the needs of working parents!

### ***SURVEY CONTENT***

#### ***Introductory Statement:***

At [COMPANY NAME] we are evaluating our organization to ensure it is supporting new parents who choose to continue feeding their babies breast milk when they return to work after parental leave. Please take a few minutes and answer the following questions to share your thoughts on breastfeeding and parental support.

**Questions + Answer Options:**

Have you been a breast milk feeding parent who pumped breast milk when you returned to work as an employee of [COMPANY NAME]?

Yes

No

*Survey set-up instructions: If respondent chooses “No” answer, redirect them to MAIN AUDIENCE BREASTFEEDING SURVEY questions.*

**BREASTFEEDING PARENT QUESTIONS**

Thinking back to when you were pumping breast milk at work, overall how well do you feel [COMPANY NAME] supported your needs?

1 – I felt I had no support from the company

2

3

4

5 – I felt I had excellent support from the company

When you think back to where your lactation (pumping) space was located, how convenient was it in relation to where you worked (i.e. how far you had to walk to get there)?

It was very convenient; I didn't have far to walk.

It was somewhat convenient; it took me a few minutes to get there.

It was not convenient; it was 5+ minutes away.

It was completely inconvenient; it was 10+ minutes away.

Thinking about the actual lactation (pumping) space, please answer the following questions:

Did you have adequate space to place your pump, bag and accessories in the room?

Yes

No

Was the space secure with a lock (i.e., you were NOT concerned about anyone walking in while you were pumping)?

Yes

No

Was the space well-lit, inviting and comfortable?

Yes

No

Did the space have convenient electrical outlets for your pumping equipment?

Yes

No

Thinking about scheduling time to use the lactation (pumping) space, what best describes your experience?

I never had an issue scheduling a time; the room was always available when I needed it

I rarely had to adjust or re-schedule my pumping time because the room was reserved by someone else

I often had to adjust or re-schedule my pumping time because the room was frequently reserved by others

I stopped trying to pump in the designated lactation room because I could not reliably reserve the space

What else could we do to make the lactation space more accommodating?

*Survey set-up instructions: Provide open-ended response option for this question.*

Overall, in all areas of support, is there anything [COMPANY NAME] could have done differently to make you feel more supported?

*Survey set-up instructions: Provide open-ended response option for this question.*

## **MAIN AUDIENCE QUESTIONS**

Before today, were you aware that federal law states that employers must provide basic accommodations, including time during the day and a private space to pump, for breastfeeding mothers at work?

Yes

No

If you are planning to pump breast milk at work in the future, are you planning on using [COMPANY NAME]'s current lactation (pumping) space(s)?

Yes

No

*Survey set-up instructions: If respondent chooses "No" answer, redirect them to exit the survey after this question.*

Please rank the list of eight potential employee benefits below in order of their importance to you, with one (1) indicating the benefit that is MOST important to you, and eight (8) indicating the benefit that is LEAST important to you.

Free, unlimited telehealth access to pediatric experts 24 hours a day, 7 days a week, to answer any questions about infant health and care.

Breast milk shipping services for pumping employees to use when they are out of town for work.

Conveniently located pumping space(s) near where pumping employees work, so they can get to it quickly during the day.

Enough pumping space(s) that every pumping employee can find an open, available spot to pump when she needs, without having to adjust her schedule.

Pumping space(s) dedicated ONLY for use by pumping employees (no other activities allowed).

A hospital-grade, multi-user breast pump for employees to use so they don't have to bring their own from home each day.

A private sink and fridge in, or near, the pumping space exclusively for use by pumping employees.

Stocking the pumping space(s) with supplies like nursing pads, milk storage bags, and cleaning supplies for pumping employees to use.

*Survey set-up instructions: Modify this question to allow rank-choice response.*

What can [COMPANY NAME] do to help support your needs as you think about becoming a parent and pumping breast milk at work?

*Survey set-up instructions: Provide open-ended response option for this question.*

### **Survey Exit**

Thank you for completing this evaluation and sharing your thoughts on how [COMPANY NAME] is doing to support new parents who choose to continue feeding their babies breast milk when they return to work.