

Solutions are within our grasp



A family-friendly workplace is beneficial to employees and employers. These standards were prepared by the March of Dimes to promote the well-being of your employees before, during and after their pregnancy. Helping your families have healthy babies makes good business sense.

Fourteen Standards for Workplaces that Support Maternal & Infant Health

1. Provide information to employees on preconception, prenatal, postnatal and infant care through classes, brochures, a library, e-mail or (a) directed Web site(s)
2. Provide a positive working environment that is smoke-, drug- and toxin-free for all employees, including those who are pregnant
3. Encourage healthy activities, such as walking and healthy food choices; include offer of discounts to gyms and fitness resources for all employees
4. Provide information about healthy pregnancy and childbirth, encouraging early and continuing prenatal care and information about preterm birth prevention
5. Provide flexibility in scheduling to allow time off for regular prenatal appointments when possible
6. Provide reasonable physical accommodation for pregnant employees, such as a place where they can rest with their feet up, if needed
7. Provide flexibility in scheduling to allow time off for pediatric appointments during baby's first year when possible
8. Provide a private area where lactating women can pump and store breastmilk
9. Provide health insurance coverage that includes comprehensive preconception, prenatal, childbirth and postnatal care, including immunizations and maternal depression screening, or facilitate through a liaison the application for insurance through state or private agencies
10. Offer an employee assistance program
11. Provide access to flextime when possible
12. Provide access to work from home/telecommuting when possible
13. Provide access to job sharing when possible
14. Provide job protection beyond the federal Family and Medical Leave Act (FMLA) provisions for the birth and care of an employee's child, or for the adoption or foster care placement of a child

One way to adopt the first standard is to register to use our Healthy Babies Healthy Business® worksite wellness education package — it's complimentary from the March of Dimes (marchofdimes.com/hbhb)

