**AAFP Model Policy Alignment Score: Pre-Survey**

**Breastfeeding and Lactation Support for Medical Trainees**

**Instructions:**

This survey can be completed prior to conducting workgroup activities to draft an updated policy supporting breastfeeding medical trainees at your institution. Each recommendation in the [AAFP Model Policy](https://www.aafp.org/about/policies/all/breastfeeding-lactation-medical-trainees.html) was assigned a point value.

To determine your institution’s policy alignment score, if a recommendation is checked “Yes”, then it earns the score designated in the “Score” column. To calculate the overall alignment score, add each “Domain” score.

**Please describe your** educational institution**’s breastfeeding policy for employees and medical residents:**

|  |  |  |  |
| --- | --- | --- | --- |
| **DOMAIN 1: POLICY** | **Yes** | **No** | **Score** |
| My organization has a lactation policy that addresses medical trainees |  |  | \_\_\_/5 |
| My organization’s policy describes the provided lactation facilities |  |  | \_\_\_/3 |
| My organization’s policy describes ensured protected time for expression of breast milk or breastfeeding |  |  | \_\_\_/3 |
| My organization’s policy outlines roles and responsibilities for administration, supervisors, and lactating employees (including medical residents) to provide an environment of support for breastfeeding |  |  | \_\_\_/3 |
| DOMAIN SCORE (total score column) |  |  | **\_\_\_/14** |

**Please describe your** educational institution**’s lactation facilities. Does your organization have:**

|  |  |  |  |
| --- | --- | --- | --- |
| **DOMAIN 2: FACILITIES** | **Yes** |  **No** | **Score** |
| a designated lactation rooms for employees and medical trainees (not used by patients or hospital guests) |  |  | \_\_\_/5 |
| lactation rooms that are private, can be locked form the inside, not a bathroom |  |  | \_\_\_/2 |
| lactation rooms that are kept clean and sanitary |  |  | \_\_\_/2 |
| lactation rooms include access to a sink and soap to wash hands and pump supplies |  |  | \_\_\_/1 |
| lactation rooms with access to separate storage for breast milk, secure refrigerator, or locker |  |  | \_\_\_/2 |
| lactation rooms include access to secure place to store personal breast pump and supplies |  |  | \_\_\_/1 |
| lactation rooms located in close proximity to work or study areas |  |  | \_\_\_/1 |
| one lactation room for every 50-100 female employees age 18-45 |  |  | \_\_\_/2 |
| comfortable chair in lactation room |  |  | \_\_\_/1 |
| available electrical outlets in lactation room |  |  | \_\_\_/1 |
| hospital grade pump included in lactation room |  |  | \_\_\_/1 |
| computer workstation in lactation room |  |  | \_\_\_/1 |
| phone connected to hospital or clinic system in lactation room |  |  | \_\_\_/1 |
| appropriate lighting in lactation room |  |  | \_\_\_/1 |
| comfortable temperature in lactation room |  |  | \_\_\_/1 |
| flat surface such as table or desk large enough for breast pump and supplies |  |  | \_\_\_/1 |
| employees including medical residents have access to professional lactation consultants |  |  | \_\_\_/1 |
| **DOMAIN SCORE** (total score column) |  |  | **\_\_\_/25** |

**Please describe the time allowed for employees and medical residents to pump or breastfeed their child within your** educational institution

|  |  |  |  |
| --- | --- | --- | --- |
| **DOMAIN 3: PROTECTED TIME** | **Yes** |  **No** | **Score** |
| Employees and medical residents are allowed to scrub out of procedures in the operating room for lactation needs |  |  | \_\_\_/1 |
| Employees and medical residents are allowed to use wearable breast pump during procedures in the operating room for lactation needs |  |  | \_\_\_/1 |
| Employees, including medical residents, are allowed 20-30 minutes every 2-3 hours to express milk |  |  | \_\_\_/6 |
| Supervisors work with employees and medical residents to determine an appropriate schedule and arrange for patient care coverage |  |  | \_\_\_/5 |
| Supervisors discuss adjustments to return to duty after maternity leave that addresses reduced work hours, potential part-time or adjustment in schedules to avoid the most taxing rotations as the first ones after maternity leave |  |  | \_\_\_/5 |
| **DOMAIN SCORE (total score column)** |  |  | **\_\_\_/18** |

**Please describe the culture of breastfeeding support for employees, including medical trainees, within your** educational institution**:**

|  |  |  |  |
| --- | --- | --- | --- |
| **DOMAIN 4: CULTURE OF SUPPORT** | **Yes** | **No**  | **Score** |
| All employees including medical residents, are educated about the benefits of breastfeeding for mother and baby |  |  | \_\_\_/2 |
| All employees including medical residents, are educated about the details of the lactation policy |  |  | \_\_\_/3 |
| All employees including medical residents, are educated about their responsibilities and the responsibilities of supervisors as outlined by the lactation policy |  |  | \_\_\_/3 |
| Details of the lactation policy are provided during new staff orientation |  |  | \_\_\_/2 |
| Details of the lactation policy are provided during yearly training programs for managers/supervisors |  |  | \_\_\_/2 |
| Details of the lactation policy are promoted on the institution's website |  |  | \_\_\_1 |
| Details of the lactation policy are included under the institution's benefits program |  |  | \_\_\_/1 |
| Details of the lactation policy are included in any informational packets provided to all medical trainees, including medical residents |  |  | \_\_\_/1 |
| Details of the lactation policy are explained to the medical resident when they inquire about family leave and health care policies to cover maternity benefits |  |  | \_\_\_2 |
| Availability, location, and instructions for scheduling use of lactation rooms is promoted to all medical trainees, including medical residents |  |  | \_\_\_/2 |
| **DOMAIN SCORE (total score column)** |  |  | **\_\_\_/19** |

**Please describe the following regarding staff roles in terms of breastfeeding support:**

|  |  |  |  |
| --- | --- | --- | --- |
| **DOMAIN 5: ROLES & RESPONSIBILITIES** | **Yes** | **No** | **Score** |
| Lactation policy clearly outlines roles and responsibilities of administration |  |  | \_\_\_/2 |
| Lactation policy clearly outlines roles and responsibilities of supervisors |  |  | \_\_\_/2 |
| Lactation policy clearly outlines roles and responsibilities of employees including medical residents |  |  | \_\_\_/2 |
| A key administrator of the breastfeeding policy is identified |  |  | \_\_\_/2 |
| Key administrator conducts or delegates policy training of managers/supervisors |  |  | \_\_\_/2 |
| Key administrator has developed and documented a clear process for receiving and addressing complaints about lactation benefits |  |  | \_\_\_/2 |
| Medical residents are informed of their responsibility to let supervisors know when they need accommodations for breastfeeding |  |  | \_\_\_/2 |
| Supervisors and trainees are both informed that they should work together to determine a schedule that meets the medical resident’s lactation needs while maintaining patient care responsibilities and/or classroom requirements |  |  | \_\_\_/2 |
| Medical residents are informed of the need to communicate lactation schedule needs with colleagues and supervisors who may be impacted by the schedule |  |  | \_\_\_/2 |
| Medical residents are informed of the need to clean up after each session in the lactation room and report any issues with the facilities to the appropriate person |  |  | \_\_\_/1 |
| Supervisors (academic dean/program director/department chair) are informed of their responsibility to be aware of the lactation policy and to create a culture of support for breastfeeding to promote physician wellness |  |  | \_\_\_/2 |
| Supervisors are informed of the need to communicate with others, especially faculty, who will be affected by a medical residents' lactation schedule |  |  | \_\_\_/1 |
| Supervisors are informed of the need to communicate clear support for the medical resident and ensure that there is a plan for patient care coverage |  |  | \_\_\_/2 |
| **DOMAIN SCORE (total score column)** |  |  | **\_\_\_/24** |

**TOTAL ALIGNMENT SCORE:**

Sum of all domain scores:

\_\_\_\_\_\_\_\_\_\_\_\_/ **100**