

Name of Policy	Breastfeeding Policy
Description of Policy	This policy outlines the type of support available for breastfeeding staff and students.
Policy applies to	<input checked="" type="checkbox"/> University-wide <input type="checkbox"/> Specific (<i>outline location, campus, organisational unit etc.</i>) <hr/>
	<input type="checkbox"/> Staff Only <input type="checkbox"/> Students Only <input type="checkbox"/> Staff and Students
Policy Status	<input checked="" type="checkbox"/> New Policy <input type="checkbox"/> Revision of Existing Policy
Description of Revision	

Approval Authority	Vice-Chancellor and President
Governing Authority	Chief Operating Officer
Responsible Officer	Director, Human Resources

Approval Date	5 June 2008
Effective Date	5 June 2009
Date of Last Revision	4 February 2019
Effective Date of Last Revision	4 February 2019
Date of Policy Review*	4 February 2024

* Unless otherwise indicated, this policy will still apply beyond the review date.

Related Policies, Procedures, Guidelines and Local Protocols	
---	--

Table of Contents

1. Policy Statement.....	2
2. Application of Policy.....	2
3. Revisions made to this Policy	3
4. Further Assistance.....	3

1. Policy Statement

Australian Catholic University supports and promotes the achievement of a work-and-life balance for its staff. The University is also sensitive to the needs of students who wish to breastfeed their child while studying. In this context, the University acknowledges the importance of breastfeeding for both mother and baby and supports women who wish to combine breastfeeding with employment or study.

2. Application of Policy

- 2.1** Australian Catholic University in seeking to eliminate any direct or indirect discrimination on the grounds of breastfeeding provides an appropriately equipped parenting room on each campus.
- 2.2** Staff members or students who are pregnant or breastfeeding are able to access information about combining breast feeding and work or study from local infant welfare centres, the Australian Breastfeeding Association (<http://www.breastfeeding.asn.au/>) and/or the Department of Health and Ageing (<http://www.health.gov.au/>).
- 2.3** In addition a range of measures have been put in place at Australian Catholic University to assist staff members with parenting needs (including breastfeeding) these include:
- Parental leave;
 - Maternity leave;
 - Extended Parental leave;
 - Part-time and job share arrangements; and
 - Flexible working arrangements
- 2.4** Students may negotiate subject load within course requirements in order to support parenting responsibilities including breast-feeding.
- 2.5** The ACU [*Children of Staff and Students on University Premises Procedure*](#) aims to provide guidance to staff and students regarding the presence of children on campus.

3. Revisions made to this Policy

Date	Major, Minor or Editorial	Description
4 February 2019	Editorial	Updated to remove reference to Child Rearing Leave as per Australian Catholic University Staff Enterprise Agreement 2017 – 2021.

The University may make changes to this policy from time to time. In this regard, any staff member or student who wishes to make any comments about this policy may forward their suggestions to Human Resources.

4. Further Assistance

Any staff member who requires assistance in understanding this policy should first consult their nominated supervisor who is responsible for the implementation and operation of these arrangements in their work area. Should further information or advice be required staff should visit [Service Central](#).