Procedure: Breastfeeding

Purpose

This procedure provides details about the breastfeeding facilities available at ANU and describes the flexible work and study arrangements that may be utilised to support breastfeeding mothers in their return to work and study.

Procedure

1. The University recognises the benefits of breastfeeding for both mother and child and supports staff members and students who are breastfeeding their child while participating in work or study on campus and in campus related activities. Discrimination against breastfeeding women in employment or education is unlawful as a form of sex discrimination under the *Sex Discrimination Act 1984 (Commonwealth)* and the *Discrimination Act 1991 (ACT)*.

2. The University also recognises the need to ensure a safe work and study environment. All staff and students need to consider any hazards to breastfeeding mothers and comply with the *Children on campus policy* and other relevant work health and safety policies and procedures.

3. The University provides facilities on campus that are accessible to staff members and students who are breastfeeding. Women may breastfeed in other places across ANU and must not be discriminated against if they choose to do so.

4. Table 1 lists the location of breastfeeding rooms at ANU, facilities contained in the rooms and access arrangements.

Table 1

<table>
<thead>
<tr>
<th>Building #</th>
<th>Building Name</th>
<th>Room #</th>
<th>Room type</th>
<th>Facilities</th>
<th>Access and opening times</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>JB Chifley Building</td>
<td>4.13</td>
<td>Parenting Room</td>
<td>Lounge, coffee table, microwave, change table, sink and privacy screen.</td>
<td>Open during <a href="#">library opening hours</a></td>
</tr>
<tr>
<td>Code</td>
<td>Location</td>
<td>Room/Room Number</td>
<td>Type</td>
<td>Facilities</td>
<td>Access/Availability</td>
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</tr>
<tr>
<td>72</td>
<td>Acton Early Childhood Centre</td>
<td>Parenting room</td>
<td>Lounge, coffee table, microwave, change table, sink and privacy screen.</td>
<td>Open during business hours (8am–6pm)</td>
<td></td>
</tr>
<tr>
<td>142</td>
<td>Jaeger 8</td>
<td>1.07 Parenting room</td>
<td>Lounge, fridge, workstation. Adjacent to kitchen with sink. Nearby unisex bathroom with change table and shower.</td>
<td>Open during business hours (8am–6pm)</td>
<td></td>
</tr>
<tr>
<td>26C</td>
<td>ANU College of Business &amp; Economics</td>
<td>1.01B Parenting room</td>
<td>Chair, microwave, change table, sink, and play equipment.</td>
<td>Open during business hours (8am–6pm)</td>
<td>Swipe card for access.</td>
</tr>
<tr>
<td>108</td>
<td>Computer Science &amp; Information Technology Building</td>
<td>Room N321 First aid room</td>
<td>Sink, bed, chair.</td>
<td>Open during business hours (8–6pm).</td>
<td></td>
</tr>
<tr>
<td>48</td>
<td>Forestry Building</td>
<td>Room 0.19 Parenting room</td>
<td>TBA</td>
<td>Available from Sept 2017</td>
<td></td>
</tr>
</tbody>
</table>
| 60   | Oliphant Building | OL3.07 Parenting room | Couch, table, chair. | Open during business hours (8am–6pm). Bookings required via:  
- School intranet (school staff), or  
- School reception (members external to the School) |
When deciding to create a new designated breastfeeding facility, or when making temporary provision for breastfeeding mothers returning to work, the following facilities are recommended to enable women to breastfeed and/or express and store breast milk: power points, chair, nappy change and hand-washing facilities, refrigerator and breast pump storage area.

**Flexible working arrangements**

3. Staff who are breastfeeding may request flexible working arrangements on their return to work in accordance with the Enterprise Agreement and relevant policies including the [Staff Leave policy](#) and [Work, study and family responsibility](#).
Policy. Such arrangements may include:

- Graduated return to work
- Part time hours provided for a period of time
- Varying hours of work
- Working from home
- Job–sharing for a period of time
- Reorganisation of lunch and tea breaks to accommodate breastfeeding needs

Flexible study arrangements

4. Students who are breastfeeding may request flexible arrangements to enable them to meet the requirements of their study program, including alternate options for attending lectures and tutorials and sitting examinations.