

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 staff and students in their return to work and study.

Procedure

1. The University recognises the benefits of breastfeeding for both parent 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 staff and students, and comply with the [Children on campus policy](#) and other relevant work health and safety policies and procedures.

Breastfeeding spaces on campus

3. The University provides facilities on campus that are accessible to staff members and students who are breastfeeding. Staff and students 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. On-campus childcare centres may have additional breastfeeding facilities that can be accessed by staff and students whose children are enrolled with the centre. Table 1 may be updated outside the review cycle to reflect changes to existing breastfeeding rooms and to add/remove rooms.

Table 1

Building #	Building Name	Room #	Room type	Facilities	Access and opening times
9	H.C. Coombs Building	1.101 and 1.201	Parenting room (breastfeeding friendly)	Armchair, side table, microwave, fridge, change table, and signage to indicate when the room is in use. Power point in 1.201 only. Washing facilities (sink with Zip boil/cold unit) are available in the nearby kitchen.	Open during business hours (7am-6pm).
13	Beryl Rawson Building	Room 1.24	Multipurpose room (parenting, breastfeeding friendly and first aid room)	Bed, armchair, signage to indicate when the room is in use, side table, phone, power point, first aid cabinet, microwave, fridge with freezer, washing facilities (sink) and change table.	Open during business hours (8am-6pm).
15	JB Chifley Building	4.13	Parenting room (breastfeeding friendly)	Armchair, microwave, privacy screen, change table, signage to indicate when the room is in use, power points, blinds, and a frosted glass door. A fridge is available in	Open during library opening hours .

				the staff room (card access can be updated).	
26C	ANU College of Business & Economics	1.01B	Parenting room (breastfeeding friendly)	Armchair, signage to indicate when the room is in use, side table, power point, phone, washing facilities (sink), fridge, and change table.	Open during business hours (8am-6pm) Users to contact CBE Infrastructure for access.
35	Birch Building	3.06	Parenting room (breastfeeding friendly)	Armchair, side table, power point, microwave, fridge, washing facilities (sink), change table, and privacy screen.	Open during business hours (8am-6pm). Users to contact SoCY reception for access.
54	Florey Building	1.06	Multipurpose room (parenting , breastfeeding friendly, and first aid room)	Bed, armchair, side table, power point, small lounge, phone, washing facilities (sink), storage, change table, first aid kit, and signage to indicate when the room is in use. Adjacent to a kitchen with a microwave and two small fridges.	Open during business hours (8am-6pm).

58	Cockcroft Building	C4.36	Parenting room (breastfeeding friendly)	Armchairs (3) in separate cubicles with privacy screens, microwave, high chair, fridge with freezer, washing facilities (sink), Zip boil/cold unit, bottle warmer, change table, lockers and children's play area.	Open during business hours (8am-6pm). Users to contact RSPHys reception for access.
108	Computer Science & Information Technology Building	S2.03	Parenting room (breastfeeding friendly)	Armchair, power point, fridge and freezer, washing facilities (sink with Zip boil/cold unit), first aid cabinet, and change table.	Open during business hours (8am-6pm).
120	Sir Roland Wilson Building	1.13	Parenting room (breastfeeding friendly)	Armchair, day bed, blankets, microwave, storage, washing facilities (sink with Zip boil/cold unit), fridge, power point and signage to indicate when the room is in use. A change table is available in the nearby disabled bathroom.	Open during business hours (8am-6pm). Users to advise reception (on level 2) if they are using the room.
122	W.K. Hancock		Parenting room (breastfeeding friendly)	Armchair, side table, microwave and washing facilities (sink), change table,	Open during library opening hours .

	Building		ding friendly)	and signage to indicate when the room is in use. A change table is available in the nearby unisex bathroom.	
142	Jaeger 8	1.07	Parenting room (breastfeeding friendly)	Armchair, side table, signage to indicate when the room is in use, power point, fridge with freezer, and phone. The room is adjacent to a kitchen with washing facilities (sink). A change table is available in the nearby unisex bathroom.	Open during business hours (8am-6pm). Users to contact RSES reception in Building 142 for access.
146	Research School of Social Sciences Building	1.13	Parenting room (breastfeeding friendly)	Armchair, side table, signage to indicate when the room is in use, power point, microwave, fridge with freezer, washing facilities (sink), change table, and first aid cabinet.	Open during business hours (8.30am-5.30pm).
153	Kambri Cultural Centre	1.06	Parenting room (breastfee	Armchair, side table, electronic lockable door that indicates when the room is in	Open during business hours (8am-6pm).

			ding friendly)	use, washing facilities (sink), change table, and a children's toilet.	
154	Di Riddell Student Centre	2.57	Parenting room (breastfeeding friendly)	Armchair, side table, power point, microwave, curtained off area for privacy, high chair, fridge, change table, and a children's play area. Washing facilities (sink) are available in a nearby gender-neutral bathroom.	Open during business hours (7am-5pm).
M005	Cth Solar Observatory	Room 1.21	Parenting room (breastfeeding friendly)	Armchair, side table, power point, fridge with freezer, washing facilities (sink), first aid kit, and change table. A microwave is available in a nearby kitchen.	Open during business hours (8am-6pm).

5. 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, comfortable chair, nappy change and hand-washing facilities, refrigerator and breast pump storage area.

Flexible working arrangements

6. 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 and study flexibility 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

7. 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.

Document information

Title	Breastfeeding
Document Type	Procedure
Document Number	ANUP_000378
Version	
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.
Audience	Staff, Students
Category	Administrative
Topic	Equity & Diversity
Subtopic	Work & Life Balance
Effective Date	28 Jul 2022
Review Date	30 Jun 2024
Responsible Officer	Chief People Officer
Approved By	Chief Operating Officer (COO@anu.edu.au)
Contact Area	Human Resources Division (director.hr@anu.edu.au)
Authority	Sex Discrimination Act 1984 Discrimination Act 1991 Workplace Gender Equality Act 2012
Printed On	25 Apr 2024

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