

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

Building #	Building Name	Room #	Room type	Facilities	Access and opening times
15	JB Chifley Building	4.13	Parenting Room	Lounge, coffee table, microwave, change table, sink and privacy screen.	Open during library opening hours

72	Acton Early Childhood Centre		Parenting room	Lounge, coffee table, microwave, change table, sink and privacy screen.	Open during business hours (8am–6pm)
142	Jaeger 8	1.07	Parenting room	Lounge, fridge, workstation. Adjacent to kitchen with sink. Nearby unisex bathroom with change table and shower.	Open during business hours (8am–6pm)
26C	ANU College of Business & Economics	1.01B	Parenting room	Chair, microwave, change table, sink, and play equipment.	Open during business hours (8am–6pm) Swipe card for access.
108	Computer Science & Information Technology Building	Room N321	First aid room	Sink, bed, chair.	Open during business hours (8–6pm).
48	Forestry Building	Room 0.19	Parenting room	Armchair, microwave, fridge, sink, heater.	Open during business hours (8am–6pm). Users to contact reception in Building #141 Frank Fenner Building
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)
9	HC Coombs Building	1009	First aid room	Lounge, change table, sink, first aid kit.	Open during business hours (8am–6pm).
13	Beryl Rawson Building	Room 1.24	First aid	Bed, chair, sink.	Open during business hours (8am–6pm).
137	Research School of Chemistry Building	Room 1.07	Parentin g room	Temporary facility.	Open during business hours (8am–6pm). Access by RSC staff and students only.
132	JG Crawford Building	Room 2.66	First aid room	Bed, chair, sink.	Open during business hours (8am–6pm)
M005	Cth Solar Observator y	Room 1.21	Parentin g room	Lounge, refrigerator, change table, sink. Nearby kitchen with microwave.	Open during business hours (8am–6pm).

2. 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.

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