



Breastfeeding at Work

Q&A

- Q1. Does the University provide facilities for staff wishing to breastfeed upon their return to work?**
- Q2. How do I access the parent room on campus?**
- Q3. What if I have concerns in relation to the facilities of the parent room?**
- Q4. What if I need to access the parent room during core operational hours as opposed to meal breaks?**
- Q5. Who do I approach for further information in relation to Breastfeeding at Work?**

- Q1. Does the University provide facilities for staff wishing to breastfeed upon their return to work?**
- A1.** ACU supports and promotes the achievement of work-and-life balance for its staff and seeks to eliminate any potential direct or indirect discrimination on the grounds of breastfeeding. The University therefore provides an appropriately equipped parenting room on each campus.
- Q2. How do I access the parent room on campus?**
- A2.** Staff wishing to access the parent room upon their return to work should identify their need with their nominated supervisor prior to their return. The nominated supervisor will then need to discuss the staff member's request for arrangements to be made for her to access to the parenting room with the local Campus Operations Manager, keeping in mind the need for privacy for the staff member.
- Q3. What if I have concerns in relation to the facilities of the parent room?**
- A3.** Any concerns should be raised in writing with your nominated supervisor or the local Campus Operations Manager.
- Q4. What if I need to access the parent room during core operational hours as opposed to meal breaks?**
- A4.** A staff member who needs to breastfeed her child upon returning to work should discuss her individual needs with her nominated supervisor. The staff member's hours of work can be negotiated in accordance with the provisions of the working arrangements set out in the *Australian Catholic University Staff Enterprise Agreement* and the University policy, *Breastfeeding at work* (available on the Human Resources website). It is recommended that any special working arrangements have a review process incorporated, and that the arrangements be reviewed every 4 – 6 weeks.
- Q5. Who do I approach for further information in relation to Breastfeeding at Work?**
- A5.** You can refer to the Human Resources Directorate website for policy information, discuss the policy with your nominated supervisor and/or contact your local Human Resources Consultant.