

Name of Policy	Breastfeeding Policy	
Description of Policy		
<input checked="" type="checkbox"/> New Policy	<input type="checkbox"/> Revision	
Description of Revision		

Human Resources Directorate

Policy and Revision Number	
Original Effective Date	
Review Due Date	
Revision Effective Date	
Senate Approval Date	
Vice Chancellor's Approval Date	5 June 2008

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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;
- Child rearing 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 on University Premises Policy aims to provide guidance to staff and students regarding the presence of children on campus.

3. Policy Review

The University may make changes to this policy and procedures 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 the Director, Human Resources.

4. Further Assistance

Any staff member or student who requires assistance in understanding the Breastfeeding Policy should first consult her/his Nominated Supervisor or Head of School. Should further policy advice be needed, staff members should contact the Human Resources Consultant responsible for their campus.