

# Breastfeeding Policy

**January 2024 - This policy is expired; other documents will address flexible work arrangements under the [Fair Work Act](#) and [Enterprise Agreement](#), including arrangements for breastfeeding parents.**

## Section 1 - Purpose

- (1) This Policy outlines the conditions that apply to accommodating breastfeeding mothers on Charles Sturt University (the University) campuses.
- (2) The University recognises the benefits of breastfeeding for both mother and baby and supports the choice of staff, students and visitors who wish to breastfeed their baby while on campus.
- (3) As part of its commitment to promoting a 'family friendly' environment, the University will endeavour to meet the needs of staff and students who are breastfeeding while engaged in work or study.

### Scope

- (4) This Policy applies to staff, students and visitors of the University.

## Section 2 - Policy

### Part A - Arrangements

- (5) The University will provide flexible work or study arrangements that support staff or students who are breastfeeding mothers including:
- (6) For staff:
  - a. flexible work options such as flexible start and finish times, reduced hours, part-time work or job sharing; and
  - b. reasonable flexibility for mothers to take lactation breaks during their workday.
- (7) For students:
  - a. flexible attendance arrangements at compulsory learning or assessment activities such as intensive schools or examinations in accordance with the facilities or resources available; and
  - b. access to on-campus teaching activities in accordance with the provisions of the University's Children on Campus Policy.
- (8) Flexible work arrangements will be subject to negotiation with the staff member's supervisor, with the aim of striking a balance between the operational requirements of the work unit and the needs of the returning mother.
- (9) Flexible study arrangements will be subject to negotiation with the student's lecturer or course co-ordinator. Flexible arrangements with regard to examinations are covered by Assessment Regulations.

(10) Where requested, the University will take all reasonable steps to provide access to suitable facilities for women to breastfeed and/or express and store breast milk on campus, either by means of designated parenting rooms or temporary facilities arranged on an ad hoc basis.

(11) Staff or students who bring an infant on campus should be considerate of the impact on the work/study environment of other staff or students, and should have regard for the potential hazards and safety issues that might apply to the presence of a young child in any location on campus. Staff and students are expected to comply with the Children on Campus Procedure.

## **Part B - Responsibilities**

(12) The Division of People and Culture and the Student Services Office will provide support and advice to Faculties and Divisions and other work units on the local implementation of this Policy for staff and students respectively.

## **Section 3 - Procedures**

(13) Nil.

## **Section 4 - Guidelines**

(14) Nil.

## Status and Details

<b>Status</b>	Current
<b>Effective Date</b>	1st April 2014
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