Breastfeeding on Campus Policy

Responsible Officer Executive Director, Human Resources

Approved by Vice-Chancellor

Approved and commenced June, 2017

Review by June, 2020

Relevant Legislation, Ordinance, Rule and/or Governance Level Principle

- Anti-Discrimination Act 1998 (Tasmania)
- Fair Work Act (Cwth)
- Human Rights and Equal Opportunity Commission Act 1986 (Cwth)
- Sex Discrimination Act 1984 (Cwth)
- Workplace Gender Equality Act 2012 (Cwth)

Governance Level Principle 11 – Employment

Responsible Organisational Unit Human Resources

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Breastfeeding on Campus Policy

1 Objective

The objective(s) of this Policy is to:

- Inform all staff and students of their rights, responsibilities and obligations in regard to breastfeeding/expressing on any university campus or worksite.
- Ensure compliance with relevant legislation and University policy by adopting a proactive approach to ensure that discrimination on the basis of sex, breastfeeding, or marital, parental or carer status does not occur.

2 Scope

This Policy applies to all University of Tasmania staff and students.

This policy does not apply to supervised student work experience, Professional Experience (PE) or clinical placements.

3 Policy Provisions

3.1 Lactation Breaks

The University will provide employees and students with flexibility to take lactation breaks during their day. This can be negotiated between the employee or student and supervisor. This flexibility may include:

(a) time off for an employee or student to express breast milk or to breastfeed. This may be on-campus or off-site, including a short period of time to travel or return home for the purpose of feeding;
(b) flexible start and finishing times;
(c) allowing lunch and/or other breaks to coincide with feeding times, if preferred.

3.2 Facilities

The University will, where practical, provide suitable facilities for the purpose of breastfeeding, expressing and storing breast milk. The University will review facilities as the need arises.

3.3 Protection from Unlawful Discrimination or Harassment

Being treated unfairly or harassed because of the need to breastfeed is contradictory to the Statement of Values and university policies, and is against the law.

The University will seek to ensure that its students and employees do not engage in behaviour that discriminates against other persons, either directly or indirectly, and will maintain established procedures for dealing with complaints.
3.4 Introduction of a Child to the Work or Study Environment

Staff or students bringing a child on campus for the purpose of breastfeeding should be aware of the impact this may have on the work or study environment of other staff and students. The University recognises its responsibilities to other members of the University community and, accordingly, requires that the presence of child on campus has due regard to workplace health and safety requirements and is in accordance with the University’s Children on Campus Guideline and the University’s Work Health and Safety Policy.

4 Responsibilities

The University is responsible for:
- ensuring all University employees and students have provisions protecting breastfeeding as outlined in this policy and associated procedure, including enabling access to suitable facilities for breastfeeding.

Human Resources is responsible for:
- the implementation and ongoing facilitation of support for breastfeeding employees through the following channels:
  - ensuring all managers/supervisors are aware of, understand and comply with this policy;
  - providing information regarding this policy, associated procedures and other relevant information to employees when maternity leave is requested.

The Student Experience area is responsible for:
- the implementation and ongoing facilitation of support for breastfeeding students through the following channels:
  - promoting policy and procedures through Student Advisors and through other relevant Student Centre activity as appropriate;
  - providing information regarding the Breastfeeding on Campus Policy and Procedures to students when requested.

Managers/Supervisors are responsible for:
- being aware of and complying with this policy and:
  - ensuring all staff and students understand their rights and responsibilities under this policy;
  - supporting breastfeeding requests in line with operational and study requirements and the provisions of this policy;
  - if, due to study or operational needs, there is a need to delay the taking of a lactation break, efforts should be made to ensure that the employee/student is able to take the break as soon as possible in order to minimise any risks to the student/employee’s health or milk supply or the child’s health.

Employees and Students are responsible for:
- upholding this policy and ensuring compliance with the conditions of this policy. When wishing to breastfeed on campus, staff and students should, where relevant:
o consult their supervisor/teacher to provide notice in advance (where possible) and obtain support;
o negotiate the duration and timing of lactation breaks prior to the first break being taken;
- notify their supervisor/teacher when they depart and return to work, if an agreement to leave the workplace for lactation breaks has been arranged; and
- keep infants under the direct and regular supervision of the parent or carer at all times.

5 Definitions and Acronyms

<table>
<thead>
<tr>
<th>Term/Acronym</th>
<th>Definition</th>
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<tbody>
<tr>
<td>Organisational Unit</td>
<td>College, Faculty, School, Centre, University Institute, other University Entity, Division, Section or University Business Enterprise.</td>
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<tr>
<td>Breastfeeding</td>
<td>For the purpose of this policy means breastfeeding an infant or expressing milk.</td>
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<tr>
<td>Facility</td>
<td>For the purpose of this policy means a room within the University grounds which has been identified and provisioned as a suitable space for breastfeeding an infant or expressing milk.</td>
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<tr>
<td>Lactation Break</td>
<td>For the purpose of this policy means a break during normal working hours or scheduled study commitments, as agreed between the parent/carer and their supervisor, for the purpose of breastfeeding an infant or expressing milk.</td>
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6 Supporting Documentation
- Breastfeeding on Campus Procedure
- Children on Campus Guideline
- UTAS Statement of Values
- The University’s Guide to Flexible Working Arrangements website
- University Behaviour Policy and Procedure
- Inclusion, Diversity and Equity Policy
- Work Health and Safety Policy, Procedures and Minimum Standards
- University of Tasmania Staff Agreement
- Human Resources website

7 Versioning

<table>
<thead>
<tr>
<th>Former Version(s)</th>
<th>Description</th>
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<tbody>
<tr>
<td>Version 2 - Breastfeeding Policy, approved January, 2014, amended in December 2016 to incorporate Colleges</td>
<td></td>
</tr>
<tr>
<td>Version 3 – Breastfeeding on Campus Policy (current document); approved June, 2017</td>
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