



Breastfeeding Policy

POLICY HRP 9.1

Relevant UTas Ordinance and/or Rule Reference No.	GLP 11 – Employment
Relevant State/Federal Govt. Legislation	<i>Anti-Discrimination Act 1998 (Tas)</i> <i>Equal Opportunity for Women in the Workplace Act 1999 (Cth)</i> <i>Human Rights & Equal Opportunity Commission Act 1986 (Cth)</i> <i>Sex Discrimination Act 1984 (Cth)</i>
Commencement Date	13 May 2008
Review Date	13 May 2010

Policy Statement

1 Intent

To ensure that the University, as an employer and provider of educational services to its students, promotes “family friendly” and inclusive practices through taking all reasonable steps to accommodate and support women who wish to breastfeed whilst studying or following a return to work.

2 Scope

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

3 Objective(s)

The University supports staff and students who wish to continue to breastfeed whilst studying or following a return to work. The purpose of this Policy is to establish “family friendly” and inclusive practices which support and provide flexibility to breastfeeding mothers.

4 Definitions and Acronyms

Budget Centre means a unit within the University’s financial management structure that is functionally and financially distinctive. University Budget Centres include Schools, Institutes, CRCs, administrative sections and University Business Enterprises.

5 Policy Owner

Director, Human Resources

6 Policy Provisions

The University will aim to achieve the above objective through the following mechanisms:

6.1 Flexible Work Options

The University will provide flexible work and leave arrangements that support staff who wish to continue to breastfeed on their return to work. These arrangements will be

negotiated between the employee and her supervisor (subject to the approval of the Head of Budget Centre) and will seek to strike a balance between the operational requirements of the work unit and that of the mother. Such flexibilities might include:

- (a) flexible start and finishing times;
- (b) reduced hours and/or part-time work;
- (c) providing reasonable flexibility for mothers to take lactation breaks during their workday;
- (d) working from home; or
- (e) job-sharing.

6.2 Flexible Study Options

The University will also provide flexible arrangements that support breastfeeding mothers in undertaking study, including:

- (a) negotiating flexible attendance arrangements at compulsory learning or assessment activities such as tutorials and examinations in accordance with facilities or resources available; and/or
- (b) facilitating access to on-campus teaching activities (e.g. through infants attending lectures under parental supervision).

6.3 Lactation Breaks

The University will provide employees with flexibility to take lactation breaks during their workday. This can be negotiated between the employee and her supervisor as part of a flexible working hours arrangement and might encompass:

- (a) time off for an employee to express breast milk or to breastfeed her baby either on-campus or at a child care centre;
- (b) flexible start and finishing times;
- (c) allowing lunch and/or other breaks to coincide with feeding times, if preferred; and
- (d) a short period of time to return home for the purpose of feeding.

The implementation of such arrangements will be subject to the budget centre's operational requirements and should be made up at a time mutually convenient to the employee and work unit concerned.

6.4 Facilities

The University will take all reasonable steps to provide access to suitable facilities for women to breastfeed and/or express and/or store breast milk. The University will provide at least one designated and properly maintained facility on each campus for this purpose or provide facilities, on an ad hoc basis, responding to the needs of the individual concerned.

6.5 Support from Supervisors

There is a need to support employees with family responsibilities, particularly through the accommodation of reasonable requests for flexible work arrangements, including accommodating the need for lactation breaks or time to enable breastfeeding of children.

6.6 Introduction of Infants to the Work or Study Environment

Staff or students bringing an infant on campus 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 infants on campus has due regard to occupational health and safety requirements and is in accordance with University policies relating to children on campus.

7 Supporting/Related Documents

Anti-Discrimination Act 1998 (Tas)

Equal Opportunity for Women in the Workplace Act 1999 (Cth)

Human Rights & Equal Opportunity Commission Act 1986 (Cth)

Sex Discrimination Act 1984 (Cth)

8 Key Words

- Breastfeeding
- Lactation
- Reasonable accommodation
- Discrimination
- Pregnancy
- Women

9 Supporting Procedures/ Guidelines

[Equal Opportunity Policy Statement](#)

[Employment Flexibility Policy](#)

Children on Campus Policy (to be developed)

Children on Campus Procedure (to be developed)

Responsibilities

Implementation	Director, Human Resources; Manager, Student Services
Compliance	Director, Human Resources; Manager, Student Services
Monitoring and Evaluation	Director, Human Resources; Manager, Student Services
Development and/or Review	Equal Opportunity Committee
Interpretation and Advice	Director, Human Resources; Manager, Student Services

Who Needs to Know this Policy?

All University staff and students.

Policy History

Policy No.	HRP 9.1
Approved	Yes
Date	13 May 2008
Vice-Chancellor	Professor Daryl Le Grew
Signature	