

Breastfeeding on Campus Staff Guideline

Section 1 - Purpose

(1) To assist employees in making use of the provisions for breastfeeding staff that have been set out in the [Leave - Parental / Partner's Leave Policy](#).

Scope

(2) This Guideline (Breastfeeding on Campus Staff Guideline) is intended for all employees of Macquarie University and its controlled entities who wish to combine breastfeeding and paid work. This may include:

- a. employees returning from parental leave;
- b. new employees who may be breastfeeding;
- c. employees who may be re-lactating; and
- d. pre-adoptive employees who may wish to establish a milk supply prior to their child's placement.

(3) Students and visitors wishing to obtain advice on breastfeeding on campus can find information on the [Support and Resources](#) website.

Section 2 - Policy

(4) Refer to the [Leave - Parental / Partner's Leave Policy](#).

Section 3 - Procedures

(5) Nil.

Section 4 - Guideline

Breastfeeding

Breastfeeding/Expressing Breaks

(6) The [Leave - Parental / Partner's Leave Policy](#) gives all nursing staff access to breaks for expressing and storing breast milk and to breastfeed if the child is in nearby care. Lactation breaks are a local work area arrangement. Employees wishing to utilise lactation breaks should:

- a. discuss and agree with their manager the duration and timing of breastfeeding/expressing breaks before the first lactation break is taken;
- b. take both the organisational and personal needs into account, with a focus on minimising disruption in the workplace, when determining the timing of breastfeeding/expressing breaks; and
- c. notify their manager if their breastfeeding/expressing break needs change, or cease, so any agreement (work

Section 5 - Definitions

(14) The following definitions apply for the purpose of this Guideline:

- a. Breastfeeding: means breastfeeding an infant or expressing breast milk at the workplace for the future consumption of a child and for the health and comfort of the employee.

Status and Details

Status	Current
Effective Date	22nd February 2021
Review Date	1st June 2021
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Approval Date	22nd February 2013
Expiry Date	Not Applicable
Responsible Executive	Eric Knight Deputy Vice-Chancellor (People and Operations)
Responsible Officer	David Ward Chief People Officer
Enquiries Contact	Jo Hatton Manager, Workplace Equity and Diversity +61 2 9850 9703