

## Breastfeeding in the Workplace Policy

<b>Last Modified</b>	April 2020
<b>Review Date</b>	June 2020
<b>Approval Authority</b>	Executive Director – People, Culture and Campus
<b>Contact Officer</b>	Employment Relations Consultant – People, Culture and Campus

### Introduction

The University of Canterbury recognises the importance of breastfeeding for both staff member and baby, and supports, protects and promotes breastfeeding.

### Definitions

**Staff or staff member** - person/s engaged for paid employment with the University by way of an employment agreement.

### Policy Statement

We believe that the support of staff members with family responsibilities is good employer practice, and as a key component of our equal employment opportunity strategy, we are committed to providing a breastfeeding-friendly workplace.

The University provides facilities and the support necessary to enable mothers in their employment to balance breastfeeding/breast milk expression with their work.

The University is committed to meeting our obligations under the [Employment Relations \(Breaks, Infant Feeding, and Other Matters\) Amendment Act 2008 \(New Zealand Legislation website\)](#) or any subsequent enactment and the agreements negotiated with our unions.

If you have any further questions around this policy, please contact your [Human Resources Advisor](#).

This policy should be read in conjunction with the Parental Leave processes, in particular the [Guideline: Breastfeeding in the Workplace \(PDF\)](#), in the [HR Toolkit \(staff only\)](#).

## Related Documents and Information

### Legislation

- [Employment Relations \(Breaks, Infant Feeding, and Other Matters\) Amendment Act 2008 \(New Zealand Legislation website\)](#)

### UC Policy Library

- [Equal Employment Opportunity \(EEO\) Policy \(PDF, 203KB\)](#)
- [Flexible Employment Policy \(PDF, 213KB\)](#)

### UC Website and Intranet

- [Guideline: Breastfeeding in the Workplace \(PDF\) \(University HR Toolkit\) \(Staff only\)](#)

### External

- [The right to breastfeed \(Human Rights Commission website\)](#)
- [Breastfeeding at work \(Employment New Zealand\)](#)

Document History and Version Control Table			
Version	Action	Approval Authority	Action Date
<i>For document history and versioning prior to 2013 contact <a href="mailto:ucpolicy@canterbury.ac.nz">ucpolicy@canterbury.ac.nz</a></i>			
1.00	Conversion of document onto new template & updated hyperlinks	Policy Unit	Oct 2013
1.01	Hyperlinks updated	Policy Unit	Jun 2014
1.02	Contact Officer title updated	Policy Unit	Jun 2015
2.00	Scheduled review by Contact Officer	HR Director	Dec 2015
3.00	Scheduled review by Contact Officer, change of Contact Officer from HR Advisor, Business and Improvement and Policy Portfolio. External links added.	Executive Director, Human Resources	May 2018
3.01	Review date pushed out, AA title updated	Policy Unit	April 2020

**This document remains in force until it is updated.**