

<b>Title</b>	Breastfeeding at Work Guide
<b>Description of policy</b>	This guide outlines requirements for employees who continue to breastfeed on their return to work from parental leave.
<b>Required because</b>	To outline requirements and best practice principles in supporting employees who return from parental leave.
<b>Description of changes</b>	Minor grammatical changes and updating the next review date.
<b>Applies to</b>	<input checked="" type="checkbox"/> Organisation-wide <input type="checkbox"/> Specific (location, schools/ELCs&SACs, Service Area) <input checked="" type="checkbox"/> Staff only <input type="checkbox"/> Students only <input type="checkbox"/> Staff and students
<b>Status</b>	<input type="checkbox"/> New <input type="checkbox"/> Major revision of existing document <input checked="" type="checkbox"/> Minor revision of existing document

<b>Publication location</b>	<a href="#">Intranet</a> and <a href="#">Public Website</a>
<b>Related documents</b>	<a href="#">Flexible Working Arrangements Policy</a> <a href="#">Leave Policy</a>
<b>Intranet category</b>	Employment
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## 1. Summary

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- 1.1 This policy provides general information, best practice principles and outlines legislative requirements for CECG and employees who are continuing to breastfeed on their return to work from parental leave.
- 1.2 This policy applies to permanent, temporary and casual employees employed within Catholic Education Archdiocese of Canberra and Goulburn (CECG).

## 2. Breastfeeding at Work Guide

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- 2.1 CECG supports employees who continue to breastfeed on their return to work from parental leave and encourages all CECG workplaces to facilitate breastfeeding for returning staff.
- 2.2 Parental leave and related entitlements are available to employees in accordance with [Enterprise Agreements](#) and/or the [Leave Policy](#).
- 2.3 Flexible work arrangements are available to employees on return to work from parental leave in accordance with [Enterprise Agreements](#) and the [Flexible Working Arrangements Policy](#).
- 2.4 State and Territory anti-discrimination laws provide protections for employees who are pregnant or breastfeeding and employers must not discriminate against employees in terms of access to benefits such as training, recruitment or termination of employment.
- 2.5 Before returning from parental leave, direct supervisors and employees should discuss any requirements employees may have on their return to work, for example, these may include requests for Flexible Work Arrangements and breastfeeding or expressing requirements.
- 2.6 CECG supports employees returning to work from parental leave to continue to breastfeed by providing:
  - a space to breastfeed or express milk;
  - reasonable time during the workday, noting morning and lunch breaks may also be used.
- 2.7 Breastfeeding spaces will generally:
  - be clean;
  - be private;
  - include a power point;
  - include comfortable seating;
  - include refrigeration, if possible, noting that milk may also be stored in shared refrigerators;
  - include sink or washing facilities, if possible, noting these are also available in shared spaces such as staff rooms and kitchens.

## 3. Definitions

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- 3.1 Nil

## 4. Related Documents and Legislation

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### 4.1 Related CECG Documents:

- [Leave Policy](#)
- [Flexible Working Arrangements Policy](#)

### 4.2 Related Legislation or Standards

- [CECG Enterprise Agreements](#)
- [Fair Work Act 2009](#).
- [Anti-Discrimination Act 1977](#) (NSW).
- [Discrimination ACT 1991](#) (ACT).

## 5. Contact

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- 5.1 For support or further questions relating to this policy, contact [people.culture@cg.catholic.edu.au](mailto:people.culture@cg.catholic.edu.au)