



CANTERBURY BREASTFEEDING ADVOCACY SERVICE

## Breastfeeding Policy Template 1

<Organisation name> is a <description of the organisation>. We acknowledge the importance of breastfeeding for families/whānau, recognising breastfeeding as providing many positive benefits beyond nutrition. We understand that returning to the workplace can be a significant barrier to breastfeeding for many whānau. As an organisation we aim to support our employees to continue breastfeeding after returning to work.

As such, we have implemented the following initiatives to achieve a breastfeeding friendly workplace:

- We will ensure that all breastfeeding initiatives and the options available to employees are discussed prior to them taking parental leave, and again prior to them returning to work, as well as with prospective employees.
- We will consider all requests to better enable breastfeeding employees to balance employment and breastfeeding their child.
- We will ensure breastfeeding employees are given breastfeeding breaks that meet their own and their child's needs, including the need for workload cover, where required.
- Breastfeeding breaks will be in addition to meal and rest breaks and these breaks will be paid.
- We will remain flexible with the timing and duration of breaks to promote direct breastfeeding where possible (e.g., employees may take breaks at either end of their work day to shorten it).

***If your organisation is able provide breastfeeding facilities and/or a child-friendly workplace outline this. You may wish to outline where this room is located and/or what resources you have dedicated to this room.***

We have identified a room onsite, where our employees are able to breastfeed or express breastmilk in privacy.

***If your workplace is safe for children, and employees are able to breastfeed their child onsite you may wish to outline this here:***

Our workplace is child-friendly and our employees are welcome to breastfeed their child at work.



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### **Tolerance**

We wish to promote positive attitudes towards breastfeeding and a breastfeeding friendly culture at work. For this reason bullying or discrimination towards breastfeeding employees will not be tolerated. Employees can lay complaints using **<insert complaints procedure>**

### **Liaison Person**

We know that combining breastfeeding and paid work can be difficult. To further support our employees we have a nominated breastfeeding support liaison person who is available to provide ongoing support. **<Insert details of the liaison person or how to locate who this person is>**

### **Further Support**

We encourage our employees to access The Canterbury Breastfeeding Advocacy Service at <http://canbreastfeed.co.nz/workplace/> for further support and information about combining breastfeeding and paid work.

Signed

**<Insert CEO or HR or Senior Manager's name>**

**<Date>**