OUR COMMITMENT

The Australian War Memorial is committed to creating a supportive, inclusive and family-friendly workplace where employees can successfully combine breastfeeding and work.

We recognise the importance of breastfeeding for parents, children and families, and support individual choices through workplace flexibility, paid lactation breaks and access to suitable facilities.

This support is available to employees, volunteers and contractors who are breastfeeding, expressing milk, or establishing a milk supply prior to adoption.

The Australian War Memorial acknowledges the veterans who have served, those that are still serving; and the families that love and support them.

ACKNOWLEDGEMENT OF COUNTRY

The Australian War Memorial acknowledges the traditional custodians of Country throughout Australia. We recognise their continuing connection to land, sea and waters. We pay our respect to Elders past and present.

BREAST FEEDING POLICY

Australian War Memorial

WHAT SUPPORT IS AVAILABLE?

PAID LACTATION BREAKS

Employees may access reasonable paid time during work hours to:

- Breastfeed their child
- Express breastmilk
- Travel to and from breastfeeding locations if required

These breaks are provided in addition to normal meal and rest breaks and will be tailored to individual needs.

FLEXIBLE WORK OPTIONS

Breastfeeding employees can access a range of flexible work options, including:

- Flexible working arrangements
- Flextime and Time Off in Lieu (TOIL)
- Other arrangements available under the Flexible Working Policy and Teamwork Agreement

Managers will work with employees to balance individual needs and operational requirements.

WELLNESS ROOMS & FACILITIES

The AWM provides dedicated Wellness Rooms for breastfeeding and expressing milk.

Facilities include:

- Private, clean and lockable space
- Comfortable seating and power access
- Bench or table space for equipment
- Access to handwashing and cleaning facilities
- Refrigerator for safe milk storage
- Baby change facilities

Toilets, disabled toilets, shower areas and workstations are not appropriate breastfeeding or expressing spaces.

View Wellness Room Locations on the intranet.

CREATING A SUPPORTIVE WORKPLACE

MANAGERS & SUPERVISORS

Managers & supervisors are expected to:

- Support breastfeeding and lactation needs
- Discuss flexible work arrangements before and after parental leave
- Foster a respectful and inclusive workplace culture
- Ensure employees understand their rights and available support

ALL EMPLOYEES

All staff are expected to:

- Respect colleagues who are breastfeeding
- Support privacy and dignity
- Avoid interrupting lactation breaks or entering designated spaces

BREASTFEEDING EMPLOYEES

Breastfeeding employees are encouraged to:

- Discuss their needs with their manager as early as possible
- Advise of any changes to breastfeeding arrangements
- Follow Wellness Room guidelines and storage requirements

ADDITIONAL SUPPORT

Support and advice are available through:

- Employee Assistance Program (EAP)
- Human Resources
- Health professionals and GPs
- Australian Breastfeeding Association (ABA)

Australian Breastfeeding Association
1800 686 268 (24/7)
www.breastfeeding.asn.au

NEED HELP?

Speak with your manager or contact Human Resources for advice, support or assistance in developing a suitable breastfeeding or flexible work arrangement.