

POLICY 4

Name of organisation:

Pregnancy and Breastfeeding Policy



Commitment to Te Tiriti o Waitangi

(insert name of organisation) recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

(insert name of organisation) is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Values

Everyone involved in play, active recreation and sport must be treated with dignity and respect, including people who are pregnant or breastfeeding. Everyone involved in the activity/sport must have their welfare placed at the centre of everything we do in the activity/sport.

There are many positive benefits to people taking part in the activity/sport as well as to their family/whānau, including mental and physical wellbeing and better connected communities. This includes for people who are pregnant or breastfeeding.

(insert name of organisation) supports breastfeeding and acknowledges the health benefits of breastfeeding to the parent, baby and wider whānau.

(insert name of organisation) encourages people who are pregnant or breastfeeding to safely take part in the activity/sport.

(insert name of organisation) actively encourages and supports breastfeeding at its facilities/events. Breastfeeding is important for the good health of the parent, baby and wider whānau. It is important that breastfeeding parents feel comfortable to feed their babies at our events without judgement. Employees and volunteers in charge of events or facilities must have training in their responsibilities under this policy and the Human Rights Act, to ensure breastfeeding parents do not experience judgement or discrimination.

(insert name of organisation) respects a pregnant person's right to make decisions about what is best for them, including about taking part in the activity/sport. Discrimination on the basis of sex will not be tolerated by

(insert name of organisation) in relation to people who are pregnant or breastfeeding.

Purpose

This policy sets out guidelines that apply to pregnant and breastfeeding volunteers, supporters, club members, employees, service providers, and their families/whānau. It aims to:

- respect, support and promote the rights of people who are pregnant or breastfeeding
- promote a breastfeeding-friendly environment at all

(insert name of organisation) facilities/events

- provide guidance for people who are pregnant or breastfeeding about their involvement in

(insert name of organisation) with a focus on safety and being inclusive.

Pregnancy and play, active recreation and sport

A person who takes part in the activity/sport who is pregnant must:

- get advice from their doctor or midwife before taking part in the activity/sport. This is because each person and each pregnancy is different
- recognise any risks of playing the activity/sport while pregnant and be aware of warning signs
- accept responsibility for any of those risks
- regularly review their decision whether or not to take part in the activity/sport and talk to their doctor or midwife about it
- use common sense and avoid taking unnecessary risks
- decide whether or not to let other participants and/or administrators know that they are, or think they might be pregnant.

An employee of the

(insert name of organisation) must let the

(insert name of organisation) know that they are pregnant for the purposes of taking leave under the Parental Leave and Employment Protection Act 1987.

(insert name of organisation) must:

- respect and support the rights of pregnant people to take part in the activity/sport
- encourage and support pregnant people to get and act on medical advice about taking part in the activity/sport
- avoid giving any advice to a pregnant person about taking part in the activity/sport that they are not qualified to give
- consider any precautions that can be taken to avoid harm to anyone taking part in the sport, including people who are pregnant
- not discriminate against anyone who is pregnant
- act in accordance with the Parental Leave and Employment Protection Act 1987 in relation to pregnant employees
- make pregnant people involved in the

(insert name of organisation) aware of this policy

- recognise the person's right to privacy about their pregnancy.

Breastfeeding

(insert name of organisation) must:

- Respect and support the rights of people who are breastfeeding to take part in the activity/sport or be involved in the

(insert name of organisation)

- Actively encourage breastfeeding in the

(insert name of organisation) by having a breastfeeding-friendly environment, including for volunteers, participants, supporters, club members, employees, service providers, and their families/whānau

- Be prepared if asked by a breastfeeding parent involved in the

(insert name of organisation) to discuss their need to breastfeed or express breast milk. This includes what support they might need

- For employees and volunteers, agree breastfeeding arrangements with the person
- Regularly review and be flexible about breastfeeding arrangements as the needs of the parent may change over time
- Not discriminate against a breastfeeding person or anyone supporting them
- Act in accordance with their obligations under Part 6C of the Employment Relations Act 2000 about providing breastfeeding breaks and facilities for employees
- Make people who are breastfeeding who are involved in the

(insert name of organisation) aware of this policy

- Ensure other people involved in the activity/sport are aware of this policy and the need to respect people's right to breastfeed, without judgement or discrimination.

Breastfeeding arrangements – employees and volunteers

(insert name of organisation) will agree breastfeeding arrangements with the parent. This includes to provide reasonable time for the person to breastfeed or express breast milk. The arrangement will depend on what is workable in the circumstances.

An appropriate space will be provided to breastfeed or express breast milk at the

(insert name of organisation) facilities. The type of space to be provided will depend on what is reasonable and practicable, but it will be private, clean, and comfortable (not in a kitchen or bathroom/toilet). Ideally, the space should have a comfortable chair for breastfeeding and/or expressing breast milk and be large enough to fit/move a buggy or pram. Facilities will also be provided to express and appropriately store breast milk, including a power point and fridge which is separate from any fridge used to store food.

(insert name of organisation) will regularly review breastfeeding arrangements with any breastfeeding parents and make sure its breastfeeding spaces are appropriate.

Complaints

If a person who is pregnant or breastfeeding is concerned about the way they have been treated by another person involved in the

(insert name of organisation) they should refer to the [Complaints Policy and Procedure].



Level 1, Harbour City Centre
29 Brandon Street
Wellington 6011, New Zealand
PO Box 2251 Wellington 6140
Phone: +64 4 472 8058

sportnz.org.nz

New Zealand Government

October 2020