

DOCUMENT TYPE	P	
ADMINISTRATIVE	5	
GOVERNANCE	1	
EQUALITY AND DIVERSITY	5	
NUMBER	001	
		Policy Database Document Reference Number 515001P

CHILDREN ON CAMPUS POLICY

Purpose/ objectives	La Trobe University recognises that for women and men, the competing demands of roles of parent, worker and/or student can be difficult. Flexibility to allow children on campus can assist meeting the needs of children and parents consistent with State and Commonwealth legislation.
Scope/ Application	<ul style="list-style-type: none"> • All campuses and centres • Students • Staff including contractors and official visitors
Policy Statement	<p>It is unlawful to discriminate, directly or indirectly, against a person on the basis that a person is a parent or carer.</p> <p>The University will work towards providing campuses which are accessible and where practicable, compatible with children's use.</p> <p>Staff who need to breastfeed while at work can negotiate flexible work arrangements where possible.</p> <p>Students who are breastfeeding or caring for children should be given consideration where possible in meeting academic requirements.</p> <p>Breastfeeding facilities will be made available to staff and students.</p>
Supporting Procedures	<p>Procedures for Dealing with Complaints of Sexual Harassment, Harassment, Discrimination, Racial and/or Religious Vilification.</p> <p>Children on Campus Procedures</p>
Responsibility for implementation	<p>Manager, Equality and Diversity Centre</p> <p>Deans</p> <p>Heads of Schools</p> <p>Heads of Organisational Units</p> <p>Managers/supervisors</p>
Responsibility for monitoring implementation and compliance	<p>Manager, Equality and Diversity Centre</p>
Status	Editorial update October 2008. Prior approval Council 1990. The implementation of the latest version of this policy supersedes all previous versions of this policy.
Key stakeholders	<p>Pro Vice-Chancellor (Equity and Student Services).</p> <p>Manager, Equality and Diversity Centre</p> <p>Equality, Diversity and Wellbeing Committee.</p>

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Approval Body	Council.
Initiating Body or person(s)	Pro Vice-Chancellor (Equity and Student Services).
Definitions	See schedule for definitions of direct or indirect discrimination under the Equal Opportunity Act, 1995 (Vic)
Related Legislation	Sex Discrimination Act, 1984 (Cth) Equal Opportunity for Women in the Workplace Act 1999 (Cth) Equal Opportunity Act, 1995 (Vic) Victorian Charter for Human Rights and Responsibilities Act 2006 (Vic)
Related Policy and other documents	Equal Opportunity Policy Work and Family Policy Sexual Harassment, Harassment and Discrimination Policy La Trobe University Equal Opportunity for Women in the Workplace Plan 2006-2009
Date Effective	1990. Editorial update 2008.
Next Review Date	July 2011
Keywords	Equal opportunity, children, work, family
Owner/Sponsor	Pro Vice-Chancellor (Equity and Student Services)
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