



Pregnancy and Breastfeeding Policy

Commitment to Te Tiriti o Waitangi

Ice Speed Skating New Zealand recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

Ice Speed Skating New Zealand 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 sport must have their welfare placed at the centre of everything we do in the sport.

There are many positive benefits to people taking part in the sport as well as to their family/whānau. Ice Speed Skating New Zealand acknowledges the health benefits of breastfeeding to the parent, baby, and wider whānau. This includes mental and physical wellbeing and better-connected communities.

Ice Speed Skating New Zealand supports and encourages people who are pregnant or breastfeeding to safely take part in the sport.

Ice Speed Skating New Zealand encourages and supports breastfeeding at its events. It is important that breastfeeding parents feel comfortable to feed their babies at our events without judgement. Staff and volunteers in charge of events must be aware of their responsibilities under this policy and the Human Rights



Act (1993), to ensure breastfeeding parents do not experience judgement or discrimination.

Ice Speed Skating New Zealand respects a pregnant person's right to make decisions about what is best for them, including about taking part in the sport. Discrimination based on sex will not be tolerated by Ice Speed Skating New Zealand 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 pregnancy-friendly and breastfeeding-friendly environment at all Ice Speed Skating New Zealand events
- provide guidance for people who are pregnant or breastfeeding about their involvement in Ice Speed Skating with a focus on safety and being inclusive.

Pregnancy and play, active recreation, and sport

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

- Act on the advice from their doctor or midwife before taking part in the ice speed skating. This is because each person and each pregnancy is different
- recognise any risks of engaging in ice speed skating while pregnant and be aware of warning signs
- accept responsibility for any of those risks
- regularly review their decision whether to take part in ice speed skating and talk to their doctor or midwife about it
- use common sense and avoid taking unnecessary risks
- decide whether to let other participants and/or administrators know that they are/or think they might be pregnant.

Ice Speed Skating New Zealand must:

- respect and support the rights of pregnant people to take part in the sport
- encourage and support pregnant people to get and act on medical advice about taking part in ice speed skating
- avoid giving any advice to a pregnant person about taking part in ice speed skating 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 Ice Speed Skating New Zealand aware of this policy
- recognise the person's right to privacy about their pregnancy.

Breastfeeding

Ice Speed Skating New Zealand must:

- Respect and support the rights of people who are breastfeeding to take part in the sport or be involved in Ice Speed Skating New Zealand

- Actively encourage breastfeeding in Ice Speed Skating New Zealand by having a breastfeeding-friendly environment, including for volunteers, skaters, supporters, club members, staff, service providers, and their families/ whānau
- Be prepared if asked by a breastfeeding parent involved in Ice Speed Skating New Zealand 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 Ice Speed Skating New Zealand aware of this policy
- Ensure other people involved in ice speed skating aware of this policy and the need to respect people's right to breastfeed, without judgement or discrimination.

Breastfeeding arrangements – employees and volunteers

Ice Speed Skating New Zealand 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.

Complaints

If a person who is pregnant or breastfeeding is concerned about the way they have been treated by another person involved in Ice Speed Skating New Zealand they should refer to the Complaints Policy.