

Breastfeeding Policy at the Cyprus University of Technology

Introduction

The Cyprus University of Technology (CUT) recognizes the importance of breastfeeding for the health and well-being of infants, mothers, and society. The aim of this policy is to create a supportive and breastfeeding-friendly environment for working women and female students, enabling them to continue breastfeeding seamlessly during their time at the University. Supporting breastfeeding through appropriate policy provides multiple benefits, not only for new mothers and their children but also for organizations and society.

Benefits of Breastfeeding

For the working woman/student:

- Strengthens the mother-child bond.
- Contributes to better health and mental well-being for the mother.
- Reduces the stress associated with returning to work/studies.

For the Organization (CUT):

- Promotes a healthy, supportive, and equitable work and academic environment.
- Contributes to reducing absenteeism due to children's illnesses.
- Enhances the University's image as an employer and educational institution that supports family life.

For Society:

- Promotes public health.
- Reduces healthcare and social welfare costs.
- Supports gender equality by enabling the coexistence of motherhood with professional and academic activities.

Purpose of the Policy

This Policy aims to:

1. Create a supportive and breastfeeding-friendly environment for working women and female students.
2. Ensure the rights to breastfeed and express breast milk, in accordance with the provisions of Law 2018 and the Amendment 2025.
3. Align the University's practices with the applicable legal framework.

Scope

This Policy applies to all working women and female students of CUT, regardless of position or rank.

Additionally, as a public institution, CUT provides access to the lactation room for the public wishing to use the permanent facility.

Legal Framework

This Policy is aligned with:

- The Promotion and Protection of Breastfeeding Law, as amended (Laws 21(I)/2018 and 103(I)/2025).
- The Maternity Protection Laws (Laws 100(I)/1997 to 2017).
- The Equal Treatment of Men and Women in Employment and Work Laws (Law 205(I)/2002).
- Relevant international legislation and guidelines (WHO, UNICEF, ILO).

Core Principles

The University:

1. Respects and supports breastfeeding mothers.
2. Provides the necessary infrastructure and facilities.
3. Ensures that no discrimination occurs against employees or students due to breastfeeding.

Rights and Accommodations

1. **Breastfeeding/Expressing Break:** An additional break of thirty (30) minutes is provided during regular working hours, in addition to the one (1) hour of care time stipulated by current legislation. Applicable legal provisions remain in effect.
2. **Remote Work:** After maternity leave, remote work may be approved upon agreement with the immediate supervisor, in accordance with the University's current teleworking policy.
3. **Flexible Schedule:** Flexible start and end times are available, allowing the mother to breastfeed her child outside the University, upon agreement with the immediate supervisor.
4. **Students:** Upon request and in coordination with the academic supervisor, reasonable accommodation may be requested (e.g., rescheduling exams, adjustments for class attendance).

Facilities and Equipment

1. A permanent lactation room is designated in Limassol (opposite the Vasilis Michaelides Library building).
2. The room is equipped with:
 - A supportive chair
 - Table/surface/changing station
 - Refrigerator for storing breast milk
 - Sink
 - Adequate lighting and ventilation
 - Lock for security and privacy
3. Access is provided via a key obtained from the Library Service Desk.
4. Upon request, a temporary lactation room can be designated.

Responsibilities

CUT

- Designs, implements, and maintains the lactation room.
- Educates and raises awareness within the community about the importance of breastfeeding.
- Informs new mothers about state-provided benefits as well as the University's lactation room.
- Monitors compliance with the law and this Policy.
- Fosters a culture of breastfeeding support within the University community.

Employees / Students

- Use the space respectfully, keeping it clean and in proper condition.
- Submit requests or suggestions for improving the Policy.
- Notify in advance if temporary use of a lactation room is required.

Management Personnel (Deans / Heads of Departments / Chairs / Supervisors / Directors)

- Support and facilitate breastfeeding employees.
- Integrate breastfeeding needs into work planning.

Submission of Complaints and Suggestions

1. Complaints or suggestions regarding the implementation of this Policy should be submitted in writing to the Human Resources Department, with a copy to the Diversity and Inclusion Office.
2. Requests will be reviewed and responded to within a reasonable timeframe.

Monitoring and Revision

The implementation of this Policy is monitored by the Human Resources Department in collaboration with the Diversity and Inclusion Office. The Policy will be revised as deemed necessary and/or in accordance with changes in legislation and/or the needs of the University community.

Final Provisions

1. This Policy comes into effect from the date of its approval by the Senate and is adapted to the timelines of Law 2025 (full compliance by 25 June 2026).
2. All services and members of the University community are required to adhere to and implement its provisions.

This Policy was approved at the 138th Senate meeting on 11/11/2020, revised at the 142nd Senate meeting on 13/01/2021, revised again at the 144th Senate meeting on 02/03/2021, and further revised at the 263rd Senate meeting on 14/10/2025.