

<b>Document title:</b>		Student Pregnancy and Maternity Support Policy
<b>Approving authority:</b>		Board of Directors
<b>Related policies:</b>		Student Support Services Policy Workplace Learning Policy Application and Admissions Policy Pre-Admission Interview Policy Access and Inclusion Policy for Students Access and Inclusion Reasonable Adjustments Policy Risk Management Policy Work Health and Safety (WHS) Policy Australian Business Compliance Policy
<b>Next review:</b>		01/06/2026
<b>Version</b>	<b>Release date</b>	<b>Comment</b>
V1.0	01/06/2023	Initial release

## 1. Introduction

The Student Pregnancy and Maternity Support Policy aims to provide guidance and support for students who become pregnant during their course of study. This policy ensures the health and safety of both the pregnant student and their unborn child while preventing discrimination or creating barriers to learning. ITAC adopts a case-by-case approach to applying this policy to ensure the best possible outcomes for all students involved.

## 2. Scope

This policy applies to all enrolled students who become pregnant during their course of study at ITAC, particularly those participating in workplace placements.

## 3. Enrolment and Communication

- a. Students may enrol while pregnant, but they must inform ITAC before or during enrolment.
- b. If a student becomes pregnant during their enrolment, they should notify ITAC as soon as possible.
- c. Open communication between pregnant students, ITAC staff, and workplace supervisors is encouraged to ensure appropriate support and accommodations are provided.

#### **4. Medical Certificates and Risk Management**

- a. A medical certificate must be provided to ITAC and the workplace, stating that the pregnant student is fit and able to undertake work in a school or similar environment.
- b. A student is not permitted to undertake a placement if there are any serious conditions or other known issues that ITAC or the workplace deem as an unacceptable risk.

#### **5. Adjustments and Assessment Requirements**

- a. Reasonable adjustments can be made to accommodate the pregnant student's needs (e.g., assessment in small chunks); however, all assessment requirements must be met to be deemed competent, as per government requirements.
- b. After 20 weeks of pregnancy, a certificate must be presented to the workplace on a monthly basis. After 28 weeks, a certificate must be presented weekly. Placement activities after 34 weeks are not recommended by ITAC or schools, except in exceptional circumstances.

#### **6. Maternity Leave and Extensions**

- a. Students can return to the workplace within four months of giving birth, provided a medical certificate is submitted to ITAC and the school.
- b. Pregnant students are eligible for free extensions on their coursework, up to 4 months, to accommodate their pregnancy and maternity leave.

#### **7. Health and Safety Precautions**

- a. Pregnant students should not work with children under four years old and are not permitted to change diapers or clean toileting accidents and soiled clothing while breastfeeding.
- b. ITAC takes no responsibility for any injury or issues caused during or after a placement. It is the student's responsibility to ensure their physical and mental health, including stress levels, are safe and free from risk. Students should seek professional advice from a medical practitioner and are responsible for their own wellbeing during pregnancy and postpartum.

#### **8. Cytomegalovirus (CMV) Awareness**

- a. Pregnant students must be aware of the risks associated with Cytomegalovirus (CMV), a common viral infection that can cause hearing loss and intellectual disability in unborn babies.
- b. Pregnant women should wash their hands after handling bodily secretions from babies or children, for example, after changing diapers or wiping noses.
- c. Pregnant students should avoid working with children under four years old and refrain from activities that may expose them to CMV.

## **9. Support and Resources**

- a. ITAC will work with pregnant students to develop an individualized plan for their studies and placements, considering their needs and the needs of the workplace.
- b. Pregnant students are encouraged to seek advice from their medical practitioners and follow their recommendations regarding their health and safety during pregnancy and postpartum.
- c. ITAC will provide ongoing support and resources to pregnant students throughout their studies and placements.

## **10. Responsibilities**

- a. ITAC is responsible for ensuring the implementation and adherence to this policy and providing appropriate support to pregnant students.
- b. Pregnant students are responsible for notifying ITAC and their workplace of their pregnancy, providing necessary medical certificates, and taking the necessary precautions to ensure their health and safety during their studies and placements.
- c. Workplace supervisors are responsible for collaborating with ITAC and the pregnant student to provide a safe and supportive environment during the placement.

## **11. Related Documents and Resources**

- a. WorkSafe WA: <https://www.commerce.wa.gov.au/worksafe/manual-tasks-pregnant-workers>
- b. SafeWork NSW: <https://www.safework.nsw.gov.au/safety-starts-here/physical-safety-at-work-the-basics/pregnancy>
- c. Supporting Working Parents:  
<https://supportingworkingparents.humanrights.gov.au/employees/working-while-pregnant-or-potentially-pregnant>
- d. Better Health Victoria: <https://www.betterhealth.vic.gov.au>

## **12. Policy Approval and Implementation**

This policy has been developed in consultation with industry partners, medical professionals, and VET experts to ensure it aligns with best practices and legal requirements. It will be implemented upon approval by and communicated to all students and staff.

## **13. Review**

This policy will be reviewed regularly to ensure its effectiveness and alignment with current best practices and industry standards. Feedback from students, staff, and workplaces will be taken into account during the review process to make any necessary adjustments or improvements.

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