**Supporting Working Parents: Pregnancy and Return to Work National Review**

Submissions from women and men who have experienced discrimination at work while pregnant, or while on or on return to work after taking parental leave

**Submission Number 205**

**Part C Submission Response**

I believe I was treated fairly during my pregnancy, while on maternity leave and when returning to work. This was mainly due to the attitude and beliefs of my direct manager and not necessarily the wider firm. The firm itself is male dominated and many females (prior to being married or pregnant) are asked by the directors of the firm if they are planning to have children any time soon. Basic adherence to anti-discrimination behaviour is not followed although it is trained and communicated.

I have seen females in the firm not have performance appraisals conducted because they are pregnant and 'will be going on leave anyways'. While females are on parental leave they are usually not given a salary increase along with their peers as 'they are on leave'. There have been many females not promoted for this same reason. Upon returning from parental leave they are again not promoted because they 'have been away and will need to prove themselves again'. Male managers and directors will specifically request for male graduates to be allocated to their team so that less 'personal disruptions' can affect their teams (i.e. women getting engaged, married, having babies). Directors treat part-time females who have returned from parental leave very differently to full-time workers by giving them less responsibility and less challenging work. They believe that if they keep their salaries the same as that of their colleagues that they are not technically discriminating against those individuals. In many cases people requesting part-time work and are approved to return part-time are given full-time work. If a part-time individual refuses to come into the office for additional hours they are negatively referred to by managers and directors and will often not be given salary increases or promotions based on this.

The reason no-one submits any formal complaints is because Perth is very small and most people remain in the same industry moving from one firm to the other. If you were to submit a complaint as serious as this things would be made very difficult for you. The culture in firms such as this has always been the same and is therefore just accepted.