**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 212**

**Part C Submission Response**

I faced challenges while attempting to become pregnant. I didn't feel that I could tell my employer that I was undergoing IVF or take any leave for the procedures. This meant that my employer was unaware of my subsequent miscarriages and I felt I couldn't take leave for those either. I was worried that if people knew I was trying to become pregnant, it would adversely affect my employment prospects. While I was on IVF, I was asked whether I would be interested in another position within the same organisation, but told that there was concern that I might want to take an extended period of leave at some point and that it wouldn't work for this particular job. I knew they were trying to find out whether I was intending to have children. I decided that I didn't want the job as a consequence. I didn't report it as I knew it would be brushed off and disadvantageous to my career.

I was pressured to return to work within a shorter period of time than I was comfortable with, even though I am not using all of my paid entitlement, let alone the unpaid portion. All my colleagues were genuinely surprised when I told them how long I would be on leave.

I'm now concerned about asking for flexible working arrangements on my return to work. I am starting to think it might be easier just to resign.

I was given assistance to take maternity leave and we have a good scheme of leave but I have been given no information about return to work or flexible working arrangements and no one has contacted me while I've been on leave.

I think we need to change our working culture in Australia to be more supportive of parents.