**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 220**

**Part C Submission Response**

I worked for my organisation for 3 1/2 years before taking 12m maternity leave. I requested in writing that I would return, and would like to be kept up to date with changes relevant to my role and the business itself, as I would be returning.

I was not contacted by phone or email initiated by my company until I was summonsed in for a meeting to discuss 'internal changes'. So 3 1/2 months before the end of my maternity leave I was made aware that my role was redundant, and this was dealt with in a very unprofessional and rushed manner.

Only the CEO and Marketing Manager were there to meet me. Within 10 minutes they advised of the changes and told me no payments were due as they didn't have to (being an employer of under 15 people). I was shocked, but did know this was possible be previously reading the fair work websites. I also wasn't given anything in writing at the time of this meeting and had to request notification by email.

Apparently only my role was changed with this supposed 'internal changes' and I was never advised of the possibility until it was upon me. My role was split up when I left on leave 50% going to other staff members and 50% outsourced to an agency. This agency appointment was never formally announced to me and did substantially affect my role going forward, so I should have been made aware.

I feel very much that this is discrimination against me due to my current position on leave and I was seen as an easy way out for the company to save some dollars. I was conducted in a clandestine manner and I was not permitted to say goodbyes to staff members, suppliers and associates, most of which I'm sure will be told that I elected not to return and will not be told the facts.

This is unfair, and I wanted to participate in this review as it appears to be happening more and more.