**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 251**

**Part C Submission Response**

I was working as a senior manager in my company before I got married and fell pregnant. I had a permanent full time position and had been working there for over 5 years.

I fell pregnant about 3 months later and as soon as my CEO found out I was pregnant, she forced me to resign from my position back to a team leader. She said that if I didn't resign from my position that I'd be put on a warning as I was under performing. I wasn't shown any proof that I was under performing or anything. I felt bullied and surrounded by pressure that I resigned from my managing position.

I was told that this wouldn't affect my pay and I would still be paid the same salary. But they retained my payslips and did not give me any idea of what was going on until I noticed a significant drop in my weekly pay in my bank account. When I confronted them and asked them for an explanation, they said they never said how much I would earn and denied everything.

Unfortunately just a little later, I miscarried that baby. Again there was no support, no sympathy and I was forced to come back to work the next day. I was emotionally numb and was unaware of my rights.

I performed extremely well in the role of a team leader and there was talk of promotion. A few months later I was pregnant again and had to undergo an emergency surgery. My company was sympathetic about the surgery but as soon as they learnt that I was pregnant, they stopped keeping in contact with me and didn't care. I had to go on special maternity leave during the whole pregnancy as it was high risk and I was in and out of hospital.

The whole process of applying for maternity leave was so complicated and stressful. The company would take months to reply to emails and make getting leave almost impossible. I'm currently still on leave but was told by the office manager that I shouldn't come back as I have children! She also added that she didn't understand why I was applying for leave when I would not be able to manage the work and that the company is much faster paced now. I told her that I would like the option of coming back. I have been severely affected by my company and have suffered from post natal depression due to everything I've been through there. I think it's wrong that pregnancy and birth are treated like a disease.