**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 255**

**Part C Submission Response**

Prior to commencing maternity leave and since returning to work after maternity leave I have received the following comments (on more than one occasion) from my immediate manager:

That is why you do not employ females

You need to work harder than anyone else, they picked up your slack whilst you were on maternity leave and you need to repay them

I live in a rural area and find it very difficult to get child care, on one occasion my immediate manager rang the Child Care Centre to see if I had placed my name on the waiting list as he did not believe me that I was trying to gain a childcare place in order to return to work

I have been unsuccessful in gaining child care for a particular day and my Manager has refused my leave applications on these days to care for my children knowing that I had no childcare available for them. I have had to rely on unregistered child carers as I was unable to take the day off to care for my children.

My workplace has a maternity leave policy however my immediate manager seems to disregard this. I have no real option other than 'you will do as I say I am your Manager' or make working life hell.

I have returned to work on a full time basis and rely on family members/friends as he is provides no flexibility to work around child care. I do not feel safe in my job and am continuously told if I do not like these arrangements 'I can leave'. This is in no way in line with the policy held by the company, the issue has been raised with HR but to date I have not seen or heard of any repercussion from these comments/demands.