**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 257**

**Part C Submission Response**

Challenges

\* Whilst on maternity leave a number of rooms became available for breast FEEDING/EXPRESSING for parents who return to work and want to continue to breast feed. I was not informed by anyone that this option was available to me before I returned to work and hence I weened my son earlier than I wanted to so I could return to work.

\* Upon returning to work I have recently been turned down the opportunity to work in a higher grade position where I was the most suitable candidate and with the most content knowledge and history with the programs because I work part time. I was told I would have to do a minimum 9 day fortnight and would not be able to work from home unless I had child care for my son. The person making this decision had no awareness of my abilities, my flexibility to rearrange things nor my dedication to the programs. I was not informed personally about the decision either, I was told in front of three other people that another staff member was taking the role in the team.

\* As a consequence I have become depressed, demoralised and demotivated to continue to work for this person.

\* I have taken no other action other than to apply for other positions and take sick days when I have been too depressed to go to work

\* workplace measures to prevent this kind of response to part time working parents would be to have two managers make such decisions and be involved in the conversations about temporary acting appointments.

Information and support came from other colleagues who had been on parental leave - my manager at the time was very family friendly and supportive during pregnancy. I find managers with children are far more supportive than those without.

I’d like to see a recommendation about the consequences of bullying/harassment for line managers. Better career progression support for part time workers (those who want to progress their career will usually be flexible about their availabilities). Better ACKNOWLEDGEMENT THAT PART TIME WORKERS are productive members of teams.