**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 270**

**Part C Submission Response**

My time at work during pregnancy was unchanged. I had a very good pregnancy so was able to work up until the commencement of parental leave and still give my full dedication and commitment. I did however leave with the parting words of my manager, " that my role could not be done in anything less than full time, 5 days per week"

During my parental leave I ensured I kept in touch with my team and made regular visits to the office. My manager made no attempt or effort to keep me advised of changes or activities despite the organisation having a "keeping in touch" policy.

I contacted my manager with sufficient time before the end of my leave to discuss my return. This did not go well and has been an extremely disappointing, stressful and drawn out process. Despite my 10 years of service and proven track record I was told my role " had a lot of responsibility" and I was not able to be successful in my role under any type of flexible working arrangement (I asked to return 3 days for 2 months before going 4 days) My husband and I spent many hours researching our rights and suggesting alternatives and workable options.

All of these suggestions were discounted and I was offered the option of returning into a temporary role or taking a demotion that would see me going back 7 years in salary. I feel I have been unsupported by my employer with my return to work. I work for a very well-known and large organisation that has many policies in place, that seem to have "grey" areas that my line manager has used to her advantage. It comes as no surprise that my manager is a mother as well, in my experience women are the worst when it comes to supporting other women.