**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 277**

**Part C Submission Response**

My boss always said he hated kids and people who had kids. He seemed genuinely delighted for me when I became pregnant, but acted helpless when I discussed my return to work requirements - even though he was the HR Manager! I was one of two females in the office building, and heard a lot of sexist remarks during my pregnancy - knowing the men in the office felt kindly towards me, I shrugged them off as just old-fashioned thinking.

My boss said he would accommodate my return to work on a part-time-basis after 6 months of (unpaid) maternity leave, and seemed supportive of the flexibility I would require. I made sure I registered my infant at a daycare close by to work. Then my position was made redundant instead - 1 month before I was due to return to work.

I didn't take any action, he knows the HR laws as well as anyone, and would have covered his tracks well. It was interesting to hear, however, he hired someone in the same role 3 months later.

I think having someone on maternity leave, coming back part time only was just too much of a hassle for this male-dominated construction workplace to think about, it was easier for them to just pretend a redundancy situation and hire someone else.

Managers think they can't afford to let people work flexibly - every workplace has its excuses. If the National Review could provide information & training to employers to show that it’s not a big issue, I think that would help with some perceptions.