

# PREGNANCY, PARENTING AND YOUR RIGHTS AT WORK

## How JobWatch Can Help

The *Fair Work Act 2009* (Cth), the *Sex Discrimination Act 1984* (Cth) and the *Equal Opportunity Act 2010* (Vic) provide broad protections for employees who are pregnant, seeking to take parental leave or returning to work following parental leave.

Despite this, too often working women find themselves facing discrimination in the workplace relating to their pregnancy, their return to work and their ongoing parenting responsibilities.

These issues can include:

1. Employers failing to provide reasonable adjustments, safe jobs or No Safe Job Leave for women experiencing difficult pregnancies;
2. Employers failing to provide adequate facilities for expressing milk or breastfeeding;
3. Employers refusing to agree to flexible working arrangements for parents returning to the workplace and trying to juggle work with parenting responsibilities;
4. Employees preparing to return to work being informed that their role has been made redundant;
5. Employees returning to the workplace after parental leave being treated differently i.e. being denied opportunities for promotion, being isolated or feeling as if they are being 'pushed out'.

JobWatch Employment Rights Legal Service is currently providing legal information and assistance to workers who are facing these or similar challenges as part of our 'Empowering Women: Pregnancy and Beyond' initiative.

For more information please call the JobWatch Telephone Information Service on:

- (03) 9662 1933 (For callers in the Melbourne metro area); or
- 1800 331 617 (For callers in rural Victoria).