

## Pilot Reproductive Health Policy

### Rationale

This policy supports Women's Health Matters employees in their ability to adequately self-care in relation to their reproductive health, including menstruation, menopause, fertility care, pregnancy, miscarriage and termination of pregnancy, while not being penalised by having to deplete their sick leave. It is important to acknowledge that reproductive health is not a sickness. This policy also seeks to remove the stigma and taboo surrounding reproductive health.

This policy is intended to complement policies and entitlements related paid parental leave.

### Policy

This policy is designed to provide opportunities for restful working circumstances and self-care for employees experiencing symptoms or needing to seek services related to reproductive health.

The policy is designed to be flexible depending on the employee's needs, providing for the following options:

1. The possibility of working from home;
2. The opportunity to structure the workday in a way that considers and encourages the comfort and wellbeing of the employee e.g., no meetings;
3. The opportunity to stay in the workplace under circumstances which encourage the comfort of the employee e.g., resting in a quiet area; or
4. The possibility of taking up to two days paid leave on any one occasion;
5. The option for flexibility around reproductive health-related medical appointments during the workday.

In the case of paid leave, employees are entitled to a maximum of 24 paid days per calendar year (pro-rata, non-cumulative) in the event of inability to perform work duties because of their reproductive health needs.

A medical certificate is not required for two consecutive days of leave, if a staff member needs to take additional leave a discussion with their manager is encouraged. If the staff member chooses not to have a discussion with their manager, provision of a medical certificate is another option to request additional leave.

### Review and Changes to the Policy

This policy provides the opportunity to trial a new way of working to support the needs and wellbeing of WHM employees. There will be the opportunity for staff to provide feedback on and request changes to the policy during the review period to ensure that it is fit for purpose. It will be formally reviewed after a six-month period and after 12 months.

The policy will not be altered without fair and reasonable consultation with staff.