## Make the invisible manageable

- Create a safe space to talk, respect how much people choose to share.
- Ask what would help rather than making assumptions.
- Be flexible with appointments, treatment schedules and unexpected changes.
- Focus on what needs to be done, not where or when it is done, where the role allows.
- Agree practical arrangements and check in regularly without making the employee repeatedly explain their situation.
- Keep information confidential.
- Know what support and facilities are available and help employees access private spaces, medication storage or other practical arrangements when needed.
- Remember that treatment can be emotionally and physically demanding even when the impact may not be visible to others.
- Support participation in peer networks, make it possible for employees to engage with fertility support groups or peer initiatives without feeling they have to justify it.

## Support should feel supportive