for employers

Build a fertility-aware workplace

- Have a clear fertility policy, covering diagnosis, treatment, appointments, leave and pregnancy loss.
- Make support visible so employees know where to turn without having to ask around.
- Offer flexibility where possible, allow changes to working hours, location or workload around treatment.
- Make time off possible without employees having to rely solely on annual leave or unpaid leave.
- Provide practical facilities, such as a private space for administering medication or taking sensitive calls, a fridge for storing medication, and a quiet space for recovery when needed.
- Protect privacy and confidentiality - fertility is personal.
- Train managers so support is consistent.
- Include fertility in wider wellbeing and equality policies.
- Encourage and support peer networks, create space for employee-led fertility support groups and other initiatives that connect people with shared experiences.
- Listen and review - ask employees what would make support work better.

Small changes can make a big difference.

Double Duty Fertility@Work