

Parents & families

This page will help you find the information you need to understand your rights and responsibilities as a parent, carer or pregnant employee in the workplace.

Employees who are pregnant or have parental or caring responsibilities can often take leave or request to set up flexible arrangements to help balance their work and family. Parental and caring responsibilities can include looking after:

- a child who is school aged or younger
- an immediate family or household member who is sick or injured
- an immediate family or household member who needs care and support because of family or domestic violence.

Pregnancy in the workplace

Find information about pregnancy and the workplace at our [Pregnant employee entitlements \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/pregnant-employee-entitlements\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/pregnant-employee-entitlements) page.

Parental leave for Mums and Dads

Find information about applying for and taking leave after having or adopting a child on our [Maternity and parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/default\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/default) pages:

- [Applying for parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/applying-for-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/applying-for-parental-leave)
- [Taking parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/taking-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/taking-parental-leave)
- [Paid parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/paid-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/paid-parental-leave)
- [Keeping in touch days \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/keeping-in-touch-days\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/keeping-in-touch-days)
- [Other leave entitlements during parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/other-leave-entitlements-during-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/other-leave-entitlements-during-parental-leave) .

Find information about what happens when parental leave ends:

- [Ending employment during parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/ending-employment-during-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/ending-employment-during-parental-leave)
- [Extending parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/extending-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/extending-parental-leave)
- [Going back to work early \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early)
- [\(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early) Returning to work from parental leave [\(www.fairwork.gov.au/Leave/maternity-and-parental-leave/returning-to-work-from-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/returning-to-work-from-parental-leave) .

Balancing work and family

Find information about leave and other arrangements which can help employees balance work and family responsibilities:

- [Sick and carer's leave \(www.fairwork.gov.au/leave/sick-and-carers-leave/default\)](http://www.fairwork.gov.au/leave/sick-and-carers-leave/default)
- [Flexibility in the workplace. \(www.fairwork.gov.au/Employee-entitlements/Flexibility-in-the-workplace/default\)](http://www.fairwork.gov.au/Employee-entitlements/Flexibility-in-the-workplace/default)
- [Family and domestic violence leave \(www.fairwork.gov.au/leave/family-and-domestic-violence-leave/default\)](http://www.fairwork.gov.au/leave/family-and-domestic-violence-leave/default) .

You can also use our [Templates \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/default\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/default) to help you apply for leave and flexible working arrangements.


Workplace issues for parents and families

Parents in the workplace can't be disadvantaged because of their family responsibilities or pregnancy.

Find out more about:

- [Protections at work \(www.fairwork.gov.au/employee-entitlements/protections-at-work/default\)](http://www.fairwork.gov.au/employee-entitlements/protections-at-work/default) (including discrimination)
- [Bullying and harassment \(www.fairwork.gov.au/Employee-entitlements/bullying-and-harassment\)](http://www.fairwork.gov.au/Employee-entitlements/bullying-and-harassment) .

Visit our [Help resolving workplace issues \(www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default\)](http://www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default) page for practical steps to take if problems arise.

The Workplace Gender Equality Agency offers workshops on pay equity. Find out more about their [Workshop: a practical guide to pay equity](https://www.wgea.gov.au/events-and-workshops/workshop-practical-guide-pay-equity)  (https://www.wgea.gov.au/events-and-workshops/workshop-practical-guide-pay-equity) .

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Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.