

WICL Fertility Pledge

We invite Chambers, Firms and other workplaces to commit to the WICL Fertility Pledge:

We recognise:

1. Infertility can be an issue in the workplace.
2. Individuals may need support with issues arising from, or linked to, infertility.
3. Women go through physical and psychological changes during fertility treatment.
4. Working whilst undergoing fertility testing and treatment can add to levels of stress and competing demands on their time.
5. Everybody in the workplace should recognise that support and/or reasonable adjustments may be required on both an individual and wider level.

We commit to:

1. Creating a safe environment and culture within which fertility and infertility can be talked about positively and respectfully, without stigma, shame or embarrassment.
2. Maintaining appropriate boundaries and recognising that fertility and infertility is a private health matter.
3. Actively supporting employees and members affected by fertility and infertility issues.
4. Appointing a person responsible for this [a Fertility “Advocate”].
5. Working towards agreeing a standardised policy/practical guidance to be implemented within our workplace.
6. Keeping these policy documents under regular review (at least every 3 years).
7. Providing regular Education/Training (at least every 3 years) and raising awareness of employees and members about fertility and infertility.
8. Sharing appropriate resources/guidance.
9. Ensuring a satisfactory environment for employees and members affected by infertility, including but not limited to access to private clean rooms wherever possible, fridges for medication and consideration of diary management within geographical restrictions upon request.