

## **SEX DISCRIMINATION**

### **PREGNANCY/MATERNITY QUESTIONS**

- 1 Was the reason for my treatment related to my sex/pregnancy/maternity leave?
- 2 Please state the sex, marital status, job title and length of service of any other employees who have been absent for more than one month for medical or other reasons during the last 3 years, stating the outcome in each case e.g. person resigned, was dismissed, returned to work, retired.
- 3 Please provide details including job title and length of service of any other employees who have been pregnant in the last 3 years stating whether or not they resigned, took maternity leave and returned to work or were dismissed.
- 4 Why was I not allowed to remain in my post until I started maternity leave?
- 5 Which aspects of my job did you feel I would not be able to do satisfactorily because of my pregnancy?
- 6 Please provide details of the Respondent's redundancy policy which relates to pregnant women employees and those on maternity leave.
- 7 If there is no provision in the Respondent's redundancy policy for pregnant women or employees on maternity leave please explain why.
- 8 Please provide full details of any negotiations or discussions with staff or their representatives which took place whilst I was on maternity leave.
- 9 Why was I not contacted whilst on maternity leave to discuss or be informed of developments regarding redundancies?
- 10 What factors were taken into account that lead to my selection for redundancy?

- 11 Who is now doing the duties I carried out in my job?
- 12 Please identify any vacant posts which you felt I would not be able to carry out because I have recently had a baby.

### **DOCUMENTS**

Please forward copies of the following documents with your replies to this questionnaire:

- a) Minutes and papers or other documentation relevant to any meeting or communications relating to my complaint;
- b) The Respondent's sick pay/sick leave policy;
- c) The Respondent's policy on pregnancy and maternity leave.