

Women's Reproductive Health Charter

Community seeks to promote dignity, equity, and wellbeing for women in the workplace by recognising and supporting reproductive health as a vital component of occupational health, gender equality, and human rights.

We want the workplace to be a space where women's reproductive health is respected, supported, and celebrated—and where no woman feels she must choose between her health and her career.

While this charter uses the term woman, we fully acknowledge and affirm that reproductive health needs are not exclusive to cisgender women. This charter also applies to and supports trans men, non-binary people, and anyone who may experience menstruation, pregnancy, menopause, fertility treatment, or other reproductive health-related experiences. Our commitment is to ensure that all individuals affected by these issues are respected, protected, and empowered in the workplace.

As an employer, we support the Women's Reproductive Charter, and its guiding principles:

Respect & Dignity

Ensuring that every woman has the right to privacy, respect, and autonomy in matters related to her reproductive health.

Equity & Inclusion

Ensuring that workplaces are inclusive of all women, including those affected by menstruation, menopause, fertility treatment, pregnancy, miscarriage, abortion, and other reproductive health experiences.

Breaking the Taboo

Making it clear that reproductive health should be openly acknowledged and supported, not stigmatised or ignored.

As signatories to this Charter, we commit to:

Supportive Policies

We will implement clear, accessible policies covering menstrual health, menopause, fertility treatment, pregnancy loss, and reproductive-related medical leave. These policies will be gender-sensitive, trauma-informed, and applied consistently across our organisation.

Flexible Working

We will provide flexible working arrangements, including adjusted hours, remote working options, and temporary workload modifications during reproductive health-related episodes, and we will ensure that no employee is penalised for exercising these provisions.

Education & Awareness

We will deliver appropriate training for managers and staff on reproductive health, unconscious bias, and inclusive workplace practices, and we will promote awareness initiatives to foster open and respectful dialogue.

Workplace Adjustments

We will ensure access to clean, private facilities and appropriate sanitary provisions, provide suitable spaces for rest, breastfeeding, or recovery where practicable, and make reasonable adjustments to temperature, ergonomics, or working conditions where required.

Union/Employee Involvement

We will engage constructively with recognised trade unions, women's networks, and employee groups to co-develop, review, and strengthen our reproductive health commitments.

Confidentiality & Protection

We will treat all reproductive health disclosures with strict confidentiality and will not tolerate discrimination, harassment, or adverse treatment linked to reproductive health matters.

Monitoring & Accountability

We will review our reproductive health policies and practices regularly and seek anonymous employee feedback to measure impact and identify areas for improvement.

Signed: