



## Making Sure IVF Treatments Don't Negatively Impact Your Career

In vitro fertilization (IVF) treatments can seriously impact the way you live your life. Bed rest, avoidance of heavy lifting and frequent shots can all contribute a change in your normal day-to-day activities. And that inevitably carries over into your work life.

It would be a perfect world if employers didn't care about losing employees for weeks at a time during IVF treatments, but the world isn't an ideal place. That means you have to figure out ways to keep your employer happy while you undergo IVF. Women going through an IVF cycle have many doctor appointments, which can cause them to miss a lot of time from work. Careful planning prior to initiating treatment can alleviate a lot of stress from taking time off from work, and it makes for a more amicable work environment.

Below are five methods others have used to maintain a good working relationship with their employers while dealing with the limitations and time commitments associated with IVF.

1. **Discuss options with your personnel manager well before you plan when you'll be undergoing IVF treatments. That way, you can brainstorm the best ways to remain a contributor to the company.** For instance, you may be able to work from home on a laptop during periods of bed rest.
2. **Be willing to use your "stockpiled" vacation, personal or paid time off (PTO) banks for your time away from work due to IVF treatments. Sure, you would rather save those for something else, but your company will appreciate your willingness to choose traditional leave methods before approaching him/her with creative methods.**
3. **Try to be as accommodating as possible to your employer. (After all, that's where your paycheck is coming!)** For instance, don't schedule your IVF treatments during the holiday season if you work in retail.
4. **Look into short-term leave options with your personnel manager.** You may have options you didn't realize existed. And if you don't, it still never hurts to ask. Just be certain to have this discussion before you set the dates for your IVF treatments.

-continued-



5. **Be creative and go to your supervisor with solutions, not with an “I’m doing this... so what are you going to do about it?” attitude.** No one likes to feel like his or her back is “against the wall”, and that includes your manager.

Of course, it’s important to remember that even the most lenient employer has his or her limit, meaning that there will likely be stressful moments, especially if you end up undergoing several rounds of IVF. However, the more open you and your employer are in terms of expectations and options, the fewer those difficulties will be.