

## IVF treatment

IVF (in vitro fertilisation) is a type of fertility treatment to help someone get pregnant. If someone becomes pregnant through IVF, they have the same rights as other pregnant workers.

Having IVF treatment can be difficult emotionally and physically. It's a good idea for an employer to be understanding and supportive towards someone who's having this treatment. For example, they'll probably need time off for medical appointments.

There's no legal right to paid time off for IVF appointments.

An employer should:

- treat IVF appointments the same as any other medical appointment
- treat related-sickness the same as any other sickness

A full cycle of IVF takes around 3 to 6 weeks to complete. Someone might need more than one cycle to become pregnant.

## Telling an employer

When a worker reaches the 'embryo transfer' stage, they have the same rights as a pregnant worker. They do not have to tell their employer at this stage, but might find it helpful as their employer could offer support.

If an employer knows a worker might be pregnant, the worker is protected against discrimination. It can take several more weeks for a pregnancy test to confirm if the pregnancy is successful.

## If IVF is not successful

A worker might find out an embryo transfer was unsuccessful. In these cases, they are still protected against pregnancy discrimination. They are protected by law for 2 weeks after finding out.

Finding out IVF was unsuccessful can be upsetting. A worker may want to talk to their employer about support they need. For example, an employer might allow someone to work flexibly so they can recover.

## Get more advice and support

[Read the IVF advice on the NHS website](#)