

Cultivating Menopause-Friendly Workplaces

Menopause Readiness Assessment

It is important to evaluate the current state of your organization for its readiness and capacity to provide a safe and supportive environment for all employees, including those experiencing menopause.

Below are some starter questions to consider meeting the diverse needs of women throughout the menopause transition:

- ▶ Which formal policies (if any) currently exist specifically to address menopause challenges in the workplace?
- ▶ Which other policies are in place that could be adopted to address menopause challenges in the workplace?
- ▶ Are there adaptable, flexible, or alternative options for employee uniforms (if applicable) (e.g., lighter weight fabric, removable or additional layers/sleeves, looser fitting options)?
- ▶ How up-to-date and accommodating are our temperature and ventilation systems within the workplace?
- ▶ Are water and restrooms easily accessible throughout the workplace?



Creating Safe Spaces

Employees concerned about stigma or misconceptions surrounding menopause may not seek assistance in their workplace. Therefore, it is essential that employers cultivate an environment where outreach is met with empathy and understanding. Organizations and those in supervisory roles must ensure that employees have safe spaces and communities within their work environment to share challenges and pursue solutions for maintaining a fulfilling and successful work life.



Consider hosting educational activities and centralized resources, such as:

- ▶ **Employee Resource Groups (ERGs)**
- ▶ Workshops on inclusive practices
- ▶ Educational seminars or webinars about menopause
- ▶ Working groups or committees on women's health
- ▶ Facilitated discussions about menopause and other health-related topics
- ▶ Information sessions about company HR practices and policies

The [References & Resources](#) section of the **SWHR Menopause Workplace Resource Guide for Managers** has more information and guidance on setting up menopause-friendly resources in the workplace.

Create spaces for individuals across the lifespan and career span to share their knowledge and personal journeys to foster inspiration and connectedness. These peer-to-peer engagement activities help to combat stigma and ageism, and bridge gaps across all levels of the organization. For example:

- ▶ Mentorship opportunities and programs (formal or informal)
- ▶ Career coaching and professional development
- ▶ Cross-departmental collaboration
- ▶ Idea storming sessions
- ▶ Networking events

For individuals that may not feel comfortable openly sharing their experiences or reaching out for accommodations, it may be beneficial for organizations to also have feedback mechanisms in place. Some examples include:

- ▶ General employee engagement surveys
- ▶ Team-specific needs assessment surveys
- ▶ Workplace improvement suggestion boxes

Moreover, anonymous feedback can have the added benefit of creating a safe space for providing honest commentary, protecting the privacy of employees, and giving individuals the opportunity to empower and advocate for themselves with reduced risk of backlash.

