

# Supporting All Employees Around Menopause

## Menopause Workplace Policies

*97% of supervisors indicated either a lack of awareness or the existence of formal policies that address menopause challenges in the workplace.*

While your company may not have menopause-specific policies in place, there may be other policies that can be adapted or integrated to address various challenges for menopausal employees. Examples might include policies that focus on:

- ▶ Mental health and wellness support
- ▶ Flexible work schedules
- ▶ **Employee resource group** opportunities

To be an advocate, it is important to remind employees what benefits and rights they have in the workplace. If your organization is willing to create a formal menopause policy, this is a great step to show solidarity with members of your workforce who are and will experience that transition while working for your company.



## Simple and Systemic Practices

Providing accommodations for individuals may improve their work experience, however, it may not change company culture. To make company-wide shifts, consider more systemic efforts, such as instituting new or reformed policies, required training, and wellness-promoting activities. These changes can be cost-effective and build upon practices that are already in place. Suggested policies and practices to consider for your company might address:

- ▶ **Increasing Awareness** about aging and menopause through training, workshops, and resource sharing
- ▶ **Eliminating Discrimination** and potential backlash for those who advocate for accommodations or culture changes, especially in age- and gender-dominated industries
- ▶ **Promoting Diversity and Inclusion** for the wide range of experiences and presentation of employees who experience menopause during their work life

Menopause does not have a stereotypical look, age, or experience. Some individuals may experience premature menopause before the age of 40, and other menopausal workers may not present as a woman “of a certain age” or a woman at all. Gender identity, race, ethnicity, age, ability, and socioeconomic status are just some of the many factors that impact a woman’s menopause journey and workplace experience. Inclusive policies that honor the great diversity of menopause experiences are more likely to foster patience and compassion from others in the workplace.

When developing new policies, consider how stigma and lack of education about menopause affects an employee’s willingness to discuss menopause at work. Menopause is an important and necessary topic to include in conversations about age discrimination for women in the workplace. Lastly, companies should encourage managers to exercise patience and compassion with their employees as they navigate changes in their life and health while at work. This principle is not only important for engaging individuals experiencing menopause, but also for all employees at any company.

**Companies can benefit from offering expanded and/or inclusive health insurance coverage that allows employees to access additional resources to treat symptoms and address challenges associated with menopause and healthy aging.**



The [References & Resources Section](#) of the SWHR Menopause Workplace Resource Guide for Managers contains additional educational materials and downloadable templates to promote menopause-friendly policies and workplaces for all employees.