

# Menopause-Friendly Workplace Accommodations

In addition to formal policies, menopause-friendly accommodations can help improve your work environment and productivity. A majority of supervisors (over 70%) reported feeling comfortable setting up accommodations to address their employees' menopause symptoms at work. Be encouraged to request the support you need to maintain your career goals and productivity – whether it is verbal support, understanding of your experience, or concrete accommodations.

**According to a national survey by the Job Accommodation Network, 49% of employers said the accommodations needed by their employees cost absolutely nothing.<sup>3</sup>**

Workplace accommodations can look different depending on the industry, as well as the demands and tasks associated with your job. Consider which adjustments might best meet the unique needs of your health and job. Examples of accommodations are listed below, based on overarching demands of a job, regardless of industry, and many are simple and/or cost-effective for your company to provide.

## Physically Demanding Work

- ▶ Extra or frequent breaks throughout the day
- ▶ Access to cold water or cooling devices (e.g., fans, towels, misters)
- ▶ Consistent access to restrooms
- ▶ Flexible uniforms or adapted dress codes
- ▶ Comfortable workspaces (e.g., adjustable temperature, dedicated rest areas)
- ▶ Shift in job duties to reduce physical labor
- ▶ Designated areas to freshen up, change clothes, or access sanitary products



## Intellectually Demanding Work

- ▶ Flexible work hours or alternative work schedules
- ▶ Flexible deadlines or deadline extensions (as appropriate)
- ▶ Use of supportive services and devices (e.g., adjustable desk furniture, notetaking support, adaptive tools)
- ▶ Access to quiet workspaces or white noise/sound machines
- ▶ Broad spectrum or natural lighting
- ▶ Flexible meeting schedules
- ▶ Access to task management tools



## Emotionally Demanding Work

- ▶ Time off for medical appointments
- ▶ Telework options
- ▶ **Employee resource groups**
- ▶ Individual coaching or therapy sessions
- ▶ **Employee assistance programs (EAP)**