

Working Through the Menopause Transition

Seeking Support

Half of all individuals employed between the ages of 40 and 64 are women – the majority of which have begun or completed the menopause transition.² Maintaining a healthy lifestyle and a comfortable work environment can help to manage symptoms and their impacts on your work-life productivity. Your company might also offer workshops, resource groups, or **employee assistance programs (EAP)** to support a more inclusive environment.

Employers are responsible for creating and maintaining an accessible and healthy work environment for all employees, including those going through menopause. **If your workplace does not have menopause-friendly accommodations or policies, consider speaking with your supervisor or Human Resources department about how they can best support you.**

It can be difficult to discuss menopause, aging, and your health at work, but consider the potential benefits of policies that could support your menopause transition. Increasing the availability of resources and policies for menopause benefits not just you, but also your coworkers and your company.

61-70% employees and supervisors indicated there were no formal menopause-specific policies at their place of work.

Menopause Workplace Policies

Increasing Awareness

Awareness and open conversations about aging and menopause are important first steps in creating more supportive environments at work. Less than half of the women surveyed felt comfortable discussing their personal menopause symptoms or experiences at work. Reasons included the stigma attached to menopause and lack of education on the topic. However, **71%** of women and **80%** of supervisors said they would feel comfortable offering support to a coworker going through menopause. In fact, more than half of supervisors agreed that trainings or workshops about menopause would be a valuable use of company time and resources.

Only 47% of respondents working in the United States rated their knowledge of the causes, symptoms, and impacts of menopause 8 or higher on a 10-point scale.



Eliminating Discrimination

While some workplace discrimination policies might indirectly address menopause through anti-ageism or sexism policies, clear inclusion of menopause in discrimination policies is important for protecting individuals, especially in certain age- or gender-dominated industries. Protection against discrimination and backlash is especially important for individuals who are courageous enough to advocate for **reasonable accommodations**.



Promoting Diversity and Inclusion

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.