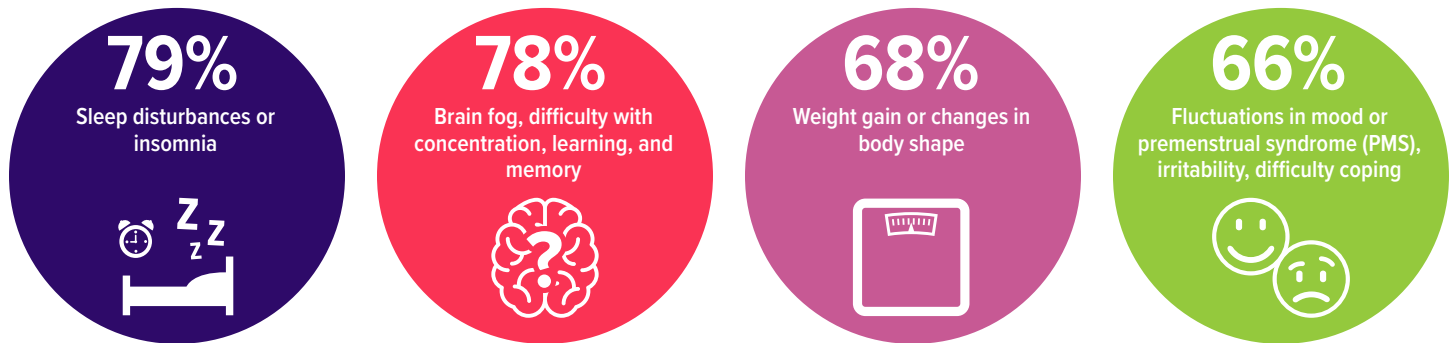


Supporting the Menopause Journey in the Workplace

Women in their late 40s and 50s typically undergo menopause when the body experiences a decline in reproductive hormones, resulting in the end of her menstrual cycles. The menopause transition typically lasts 4-8 years, but can also occur due to medical procedures that damage or remove the ovaries, regardless of age.



According to the **EMPACT Menopause Study**, women reported certain menopause symptoms significantly disrupting their work:



Only **31%** of women felt comfortable talking about their personal menopause symptoms or experiences at work. Building awareness of the diverse experiences of women during and after the menopause transition helps to create more inclusive workplaces.

How can you show support?

- ▶ **ENGAGE.** Open the door to building relationships with your coworkers. Ask about how they are doing and what support they might need. Sharing your own life experiences may encourage others to do the same.
- ▶ **EMPATHIZE.** Acknowledge your biases and be curious. Ask questions sensitively and actively listen to the responses so that you can better understand other people's experiences and how they make them feel.
- ▶ **EDUCATE.** Be an ally and advocate to promote change. Sharing resources and increasing awareness of inclusive policies can help women navigate menopause challenges in the workplace.

To learn more about the **EMPACT Menopause Study** or **SWHR Menopause Workplace Resource Guides**, visit www.swhr.org

