



# HOW TO: Become a Menopause-Friendly Workplace

More than 50 million U.S. women are in the age bracket (42-58) when physical changes due to menopause often occur. Many of those women work in nonprofits, where they lead key projects and play crucial roles. The global economic impact of menopause on productivity and health care costs is estimated at more than \$150 billion annually, according to Bloomberg. People who go through menopause can experience a wide range of impacts to their physical and mental health. That's a major workplace issue. But many workplaces have never considered menopause in their policies, practices, or health benefit offerings. Here are some ways nonprofits can become more menopause-friendly workplaces and meet the needs of employees who experience menopause.

## **Make information about menopause's impact widely available.**

Women may experience menopause at widely differing ages and in very different ways. Some nonbinary people and trans men may also experience menopause. And all members of your workforce may support female partners or loved ones who navigate the symptoms and challenges of menopause. Make sure your workforce health initiatives include credible information about menopause and its impacts, and access to therapies and treatments for menopause-related issues. Make the information available to your entire workforce.

## **Consider incorporating menopause into your workplace health, wellness, and management policies.**

If you create a menopause policy, make sure it's consistent with your broader workplace policies. Include a statement of principles about why supporting employees through menopause matters to your workplace. Outline your policy's objectives, the steps your nonprofit will take to execute your policy, and the outcomes you seek. Define who holds responsibilities for implementing the menopause policy. And include links to support sources, like occupational health resources, counseling services, and internal and external support groups.

## **Create a culture where employees can talk about menopause.**

Female leaders who experience menopause symptoms can set the tone by taking any needed leave and sharing why, if they feel comfortable. Train managers on how to have conversations with employees about menopause and how your nonprofit can offer support.

## **Audit your workplace's policies and practices.**

Could your workplace's uniforms or ventilation exacerbate hot flashes or other menopause symptoms? Do some areas where your nonprofit operates include only limited access to restroom facilities and cold water? Address any areas where existing policy, practice, or conditions could negatively impact people who experience menopause. If your organization uses an employee assistance program (EAP), check with the EAP to ensure it can provide resources, such as counseling, to support people who experience menopause.

## **Make accommodations.**

Employers should make reasonable accommodations for employees experiencing issues related to menopause just as they would for other health matters. Many accommodations are simple, cost little, and can make a major difference to an employee.

## **Consider cultural differences.**

People from some cultures may view talking about menopause as inappropriate or uncomfortable. Never pressure an employee to talk about menopause or symptoms. Focus on creating an environment where employees know they can talk about menopause (or other health and wellness matters) if they need to.



### **Helpful Resources.**

[How Menopause Friendly is Your Organization? \(checklist\)](#) - Henpicked

[Employee Menopause Survey](#) - Peppy

[6 Ways to address Menopause's Impact on the Workplace](#) - Quartz