

## A Workplace Guide

# Supporting Employees through Menopause



## Why Supporting Menopause in the Workplace Matters

Menopause is a natural phase of life that impacts millions of working women. In the U.S. alone, over 39 million individuals over 40 are in the workforce, with many either approaching or experiencing menopause. Women aged 45-55 are typically in their peak career years—holding leadership positions, managing teams, and contributing to critical business operations.

Ignoring menopause in the workplace can have financial and operational repercussions. An estimated **\$1.8 billion** is lost annually due to menopause-related absenteeism, reduced work hours, and premature retirements. Addressing menopause in your diversity and inclusion strategy isn't just about employee well-being; it's about improving retention, reducing recruitment costs, and enhancing productivity. By creating menopause-friendly policies, businesses can reduce turnover and maintain a thriving, multigenerational workforce.

## The Case for Action

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Menopause affects millions of working individuals, with significant impacts on both employees and businesses. As more employees experience menopause during their careers, addressing this issue is essential for creating inclusive, productive workplaces. These key statistics highlight the urgency for employers to take action.



**2 in 5**

people experiencing  
menopause consider leaving  
their job

**1.1 billion**

post menopausal women  
worldwide

**20%**

of the workforce is  
experiencing menopause

**1 in 10**

people quit their jobs due to  
menopausal symptoms

## Step-by-Step Guide

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## Where Do I Start?

Creating a supportive workplace for employees going through menopause begins with practical steps that can transform your organization into a menopause-friendly environment. By taking action, you'll not only support your team's well-being but also improve retention, productivity, and inclusivity.

Here are six key steps to help you get started:

### 1. Update Workplace Policies:

Review and update your workplace policies to reflect the needs of menopausal employees.

### 2. Train Managers & Supervisors:

Ensure managers and supervisors are trained to recognize menopause symptoms and respond empathetically.

### 3. Put Resources in Place for

**Employees:** ensure that employees have easy access to resources and support.



### 4. Create Menopause-Friendly

**Environments:** Ensure your physical workplace supports employees going through menopause.

**5. Foster a Supportive Culture:** Create an open, inclusive culture.

**6. Monitor and Improve:** Gather feedback & continually assess the effectiveness of your menopause support strategies.

*“Half of us are going through this, but we’re living like it’s not happening.”*

Michelle Obama

# Deeper Dive



*“Acknowledging the need for menopause-friendly workplaces is not enough. It takes action to make long-lasting, sustainable change.”*

- April Haberman, CEO, MiDOViA

## **Policies & Practices:**

- Flexible work hours and remote work options for employees experiencing menopause symptoms.
- Paid leave or time-off policies that allow for medical appointments or recovery days.
- Anti-discrimination policies that include menopause as a protected category.

## **Training Managers & Supervisors:**

- Recognizing common menopause symptoms, such as fatigue, hot flashes, and mood swings.
- Understanding how menopause may impact job performance.
- Providing tools for supervisors to have open, supportive conversations with employees and offer flexibility or adjustments where needed.

## **Resources for Employees:**

- Menopause-certified healthcare providers through your health plan.
- Educational resources on managing menopause symptoms, such as workshops or webinars on topics like nutrition, mental health, and stress management.
- Access to mental health support and counseling.

## **Create Menopause-Friendly Environments:**

- Providing cool, well-ventilated spaces to manage hot flashes.
- Offering access to private rooms where employees can take breaks or manage symptoms.
- Stocking restrooms with menstrual products for employees experiencing perimenopausal symptoms like irregular or heavy bleeding.

## **Foster a Supportive Culture:**

- Encourage open communication about menopause and make sure employees feel comfortable discussing their needs.
- Establish peer support groups or menopause-specific employee resource groups where employees can connect, share experiences, and support each other.

## **Monitor & Review:**

- Conduct employee surveys to understand how well the policies and resources are working.
- Regularly review your policies to ensure they align with the needs of your workforce.

# Join the Movement

Transform your organization into a menopause friendly workplace with tailored strategies.

## Next Steps to a Menopause Friendly Workplace:

### 1 Schedule a Consultation

Meet with our experts to discuss your organization's goals & priorities.

### 2 Enroll in our Program

Collaborate with us to implement a comprehensive, customized approach

### 3 Implement and Launch

Roll out tailored policies, training, and resources to affect meaningful, lasting change.

