

Start a conversation about your policies and practices



Choose some actions that make sense for your workplace and build from there. Having a conversation is the best place to start!

Key

● Measure/action in place
 ● Can implement through minor changes to existing policies & practices
 ● Requires significant consultation to introduce/integrate into policies & practices

	Measure / action in place	Minor changes required	Significant changes required
Culture			
Consider making information about menopause available	●	●	●
Explore how conversations about menopause can be encouraged	●	●	●
Health recognition days (such as International Women's Day, Women's Health Week, World Menopause Day) used for awareness raising of menopause	●	●	●
Health and Safety			
Consider how menopause can be incorporated into broader health and wellbeing initiatives	●	●	●
Explore providing period products in bathrooms	●	●	●
Consider menopause-friendly uniforms (multi layered and breathable fabrics)	●	●	●
Explore how mental health initiatives can be used to integrate conversations on life stage experiences	●	●	●
Consider workstation assessments and quiet spaces	●	●	●
Consider access to fans	●	●	●
Localised temperature control considered	●	●	●

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Human Resources			
Identify a HR or health and wellbeing contact for menopause support in the workplace	●	●	●
Explore updating diversity and inclusion policies to include menopause	●	●	●
Consider training to include awareness of menopause	●	●	●
Clarify that sick leave can be used for menopause symptoms and menopause –related health appointments	●	●	●
Consider including menopause as a stage of life eligible for reasonable adjustment requests	●	●	●
Consider how flexible work practices and policies can support women going through menopause	●	●	●

Credit: Menopause Information Pack for Organisations (MIPO), edited with permission.