

Sparking a
new chapter of
brilliance and
resilience.

MENOPOWER

MENOPOWER

Employer's Psychological Safety Checklist

Creating a Supportive Culture for Menopausal Employees



Co-funded by
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



Co-funded by
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

Employer's Psychological Safety Checklist

Creating a Supportive Culture for Menopausal Employees

Psychological safety is the foundation of a healthy, inclusive workplace—especially when addressing menopause. This checklist provides practical steps to help you build a workplace where employees feel safe, seen, and supported.

Foster Open Dialogue

- Normalize conversations about menopause and wellbeing in staff meetings and internal communications
- Use inclusive language that avoids shame or stereotypes
- Empower employees to speak up without fear of embarrassment or retaliation

Embed Menopause into DEI Policy

- Explicitly mention menopause in Diversity, Equity, and Inclusion (DEI) strategies.
- Ensure age, gender, and health inclusion are reflected in policies.
- Recognize menopause as a workplace health issue, not just a personal matter.

Train Managers to Respond with Empathy

- Provide managers with menopause awareness training.
- Equip them with language and tools for compassionate, confidential conversations.
- Encourage a “listen-first” mindset when employees raise wellbeing concerns

Create Safe Feedback Channels

- Establish anonymous surveys or suggestion boxes to surface hidden needs.
- Promote the availability of HR or wellbeing officers for private discussions.
- Act visibly on feedback to build trust.

Offer Flexibility and Comfort

- Allow flexible hours, remote work, or hybrid options during symptom flare-ups.
- Ensure access to cool, quiet spaces for recovery or decompression.
- Review uniforms or dress codes to ensure comfort.

Bonus Actions

- Start an Employee Resource Group (ERG) for menopause and midlife wellbeing.
- Add menopause awareness to health and wellbeing campaigns.
- Share success stories of internal champions or supportive managers.