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brilliance and
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MENOPOWER

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Workplace Policy on Menopause Support

Menopause and Perimenopause Workplace Support Policy



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Example Workplace Policy on Menopause Support

Menopause and Perimenopause Workplace Support Policy

Purpose:

This policy outlines [Organization Name]'s commitment to supporting employees experiencing menopause or perimenopause. Our aim is to foster an inclusive, healthy, and equitable work environment that enables all individuals to thrive.

Scope:

Applies to all employees regardless of age, gender identity, or contract type who are affected by menopause-related symptoms.

Key Commitments:

- Provide reasonable workplace accommodations tailored to individual needs.
- Ensure flexible working arrangements are available where possible.
- Promote awareness through training, communication, and leadership engagement.
- Appoint trained menopause support contacts or ambassadors.
- Maintain confidentiality and create safe spaces for disclosure.

Available Support:

- Flexible work (e.g. hours, location)
- Physical adjustments (e.g. temperature control, quiet rooms)
- Uniform/dress code adaptations
- Health and wellbeing resources (e.g. EAP, HR support)
- Manager and peer training on inclusive practices

Responsibilities:

- *Managers:* Foster open dialogue, offer accommodations, and maintain privacy.
- *HR:* Ensure policy implementation, training, and support.
- *Employees:* Communicate needs (if comfortable) and participate in feedback.

Review:

This policy will be reviewed annually and adjusted based on employee feedback and evolving best practices.



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