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MENOPOWER

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Employer's Psychological Safety Checklist

Creating a Supportive Culture for Menopausal Employees



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Employer's Psychological Safety Checklist

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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.