














































The best way to begin working towards a menopause-friendly workplace is to think creatively about when inclusion and accommodation for menopausal transition might be embedded into existing policies and practices. This quick healthcheck will allow you to think about where you already have practices that can be explicitly referred to as 'menopause-friendly', or where you might wish to make some minor adjustments to policy.

KEY

-  Measure/action in place
-  Can implement through minor changes to existing policies and practices
-  Would require significant consultation to introduce or integrate into policies and practices

Is your organization menopause-friendly? *A healthcheck of existing policies*

	Measure/ action in place	Minor changes required	Significant changes required
FLEXIBLE WORKING POLICIES			
Those experiencing menopausal transition are considered eligible for and mentioned in flexible working policies.			
On Site Presence			
No extended periods without a planned non-working day (for shiftworkers)			
Flexible start and finish time			
Flexible distribution of hours across working week			
Full-time to part-time working possible			
Working from home arrangements available to menopausal women			
Physical Working Environments			
Fixed positions available as required (not hotdesking)			
Employees able to change work spaces as required			
Relaxation rooms available on site			
CULTURE			
Photos of menopausal-age women included in flexible working policy materials			
Information on menopausal transition available through the organization's online/hard copy resources			
Health recognition days (such as International Women's Day, International Day of Older Persons, RU OK? Day and World Menopause Day) used for awareness raising on menopausal transition			
Older worker or 'age management' policies consider reproductive and life stage changes			
Gendered ageism referred to in diversity and Inclusion policies and statements			



Is your organization menopause-friendly? *A healthcheck of existing policies*

HEALTH AND SAFETY

Menopause incorporated into broader health and wellbeing initiatives

Measure/
action
in place

Minor
changes
required

Significant
changes
required



Menopause-friendly uniforms used (multilayered and breathable fabric)



Mental health campaigns and initiatives integrate conversations on life stage experiences



Workstation assessors aware of menopausal symptoms



Clear and fast procedure for employees to access desk fans



Clear and fast procedure for employees to access mobile/hand fans



Localized temperature control considered during building and renovations



MEETING POLICY

Meetings take place in rooms where temperature can be controlled by participants



Meetings are kept to time (to ensure individuals can plan toilet or comfort breaks appropriately)



Meeting participants are notified of nearest toilets and water stations as part of chair's opening remarks



Teleconferencing option available to those experiencing menopausal symptoms



HUMAN RESOURCES

HR Contact appointed for menopause-related policy and procedural questions



Menopausal transition included as a characteristic eligible for reasonable adjustment requests



Clear organization-wide procedures for menopausal disclosure



Induction programme references support for life stage health experiences



Employee Assistance Programme providers are aware of menopause symptoms



Existing diversity and inclusion policies updated as required to include menopausal considerations



Training to include awareness of age-related health experiences






Absence systems provide opportunity to attribute menopausal transition as reason



Leave requests include option to nominate menopause-related leave (similar to pre-natal leave policies)



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