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A few years ago, it would have been only a select few organisations that would have had a Menopause Policy. But as business focus shifts towards inclusion, wellbeing, and equality, a Menopause Policy should definitely be on your agenda.

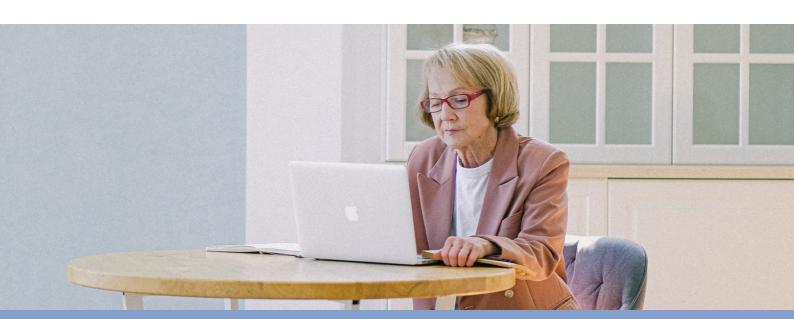
The introduction of a menopause policy is an important step towards ensuring a safe, fair, and inclusive workplace for women and those with periods. This is a complex issue whose impact goes further than the individual: beyond employee wellbeing, professional relationships and productivity might be affected and therefore, your business as a whole. A clearly laid out policy will help navigate conversations around menopause, arranging support for menopausal employees, retaining talent, and ensuring that everyone in the organisation is treated with dignity and can achieve their full potential.

What is a Menopause Policy?

A comprehensive Menopause Policy provides information and a framework for the fair treatment and support of those going through menopause or perimenopause while working at your organisation. It fosters conversation around menopause thereby ensuring that those experiencing it do not feel isolated. The policy will define menopause and its symptoms to raise awareness of and destigmatise the topic. It will outline what reasonable adjustments and support

are available for people and who they can turn to discuss these.

Furthermore, a Menopause Policy will include supporting material for managers and employees on how to approach the issue. It also signposts the workforce to more information and supply menopausal employees with advice on how to positively manage their experience through lifestyle changes and stress management.



What

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- insomnia
- brain fog
- hot flushes
- sudden feelings face, neck, and suddizziness
- irregular periods
- increased stress
- fatigue
- changed body sha
- recurrent urinary (UTIs)
- loss of self-conf

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