



MENOPAUSE FRIENDLY WORKPLACE

What employers can do change to workplace environments:

- **access to fans, good ventilation** including windows which open and blinds that can be drawn, to allow women to cope better with hot flushes
- **ability to control temperature** via air conditioning or heating, again to alleviate difficulties caused by hot flushes
- **clean, well-equipped and comfortable toilet facilities** near work stations, with appropriate sanitary disposal bins and feminine hygiene products, for women experiencing heavy or irregular periods or urinary incontinence
- **provision of cold drinking water**, also to allow better management of hot flushes
- **lighter, non-synthetic workplace clothing or uniforms**, again to accommodate hot flushes
- **quiet workplace rest areas**, so women in transition can relax when they need to
- **being able to move if an office is small and confined**, again in case of hot flushes
- **access to natural light**, which has been identified as having a positive effect on mood and the absorption of calcium during menopause transition (PCS), or light boxes if natural light is not easily available
- **access to female-only showers** if possible, again because of hot flushes or heavy periods
- **a reduction of exposure to noise** to help reduce fatigue

