

How to Talk to Your Boss About Menopause

- **Come to the conversation prepared.** Create a list of symptoms affecting work performance.
- **Get your doctor involved.** Describing it from the lens of a physician can keep explanations simple.
- **Loop in HR.** Ask your human resources representative to take part in the discussion.
- **Know what you want.** Be prepared to suggest practical ways that your employer can support you.
- **Be ready to counter.** Come to the conversation with a plan for if your employer pushes back.
- **Keep documentation.** After each meeting, reiterate what you agreed to via an email to put it in writing.

For more information, visit www.aarp.org/work/careers/talking-to-boss-about-menopause/

RESOURCES

- **Office on Women's Health**
🌐 www.womenshealth.gov
☎ 1-800-994-9662
- **National Institute on Aging**
🌐 www.nia.nih.gov
☎ 800-222-2225
- **MedlinePlus**
🌐 medlineplus.gov
- **North American Menopause Society**
🌐 www.menopause.org
☎ 440-442-7550



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Rockville, MD 20850
(240)777-8300
www.montgomerycountymd.gov/cfw/

Addressing Menopause in the Workplace



**Montgomery County
Commission for Women**
www.montgomerycountymd.gov/cfw/

What is Menopause?

Menopause is a natural stage of life for all people who menstruate. It occurs when menstrual periods permanently stop and is due to changes in the production of the hormones estrogen and progesterone. Menopause typically occurs between the ages of 45 and 55 but can happen earlier or later. The transition to menopause, also called perimenopause, can begin 3-5 years earlier.

The menopausal transition affects everyone uniquely. Some people experience symptoms intensely, while others face minimal symptoms. If you or someone you know is experiencing severe symptoms, it's important to discuss them with a doctor.



Impacts on the Workplace

Approximately 1 in 3 female workers going through menopause missed work in 2023 due to menopause symptoms. Menopause does not have to be a taboo subject in the workplace. Fostering a supportive workplace culture can ensure employees feel empowered to manage their health without it affecting their careers. Creating a positive environment where menopause is openly discussed can help retain valuable employees and prevent them from feeling the need to resign due to their symptoms.

While menopause is not considered a health condition, that doesn't diminish the value of recognizing and accommodating the needs of those going through it. Although Federal laws may not mandate specific accommodations, proactive employers can offer flexible work arrangements to ensure that employees thrive during this important stage of life.



Symptoms of Menopause

Menopause is a natural phase that women experience, and while some symptoms may affect attendance and work performance, it does not have to negatively affect career growth. Approximately 40% of women report symptoms that affect job performance, and 17% have considered career changes due to these experiences. Raising awareness around menopause can create a more supportive work environment. Some symptoms include

- **Menstrual cycle changes**
- **Hot flashes**
- **Difficulty sleeping**
- **Vaginal and urinary tract changes**
- **Fatigue**
- **Difficulty concentrating and memory loss**
- **Lowered confidence**

Additional resources: www.familydoctor.org

