

LET'S TALK MENOPAUSE

Join the conversation
#MenopauseAtWork

DO



Do your homework: make sure you know the facts.

Do talk about the menopause - it can help reduce symptoms.

Do review our top tips on how to approach a sensitive conversation.

Do ask your employer for a risk assessment.

Do make adjustments to the work environment or patterns.

Do keep an open mind and be flexible.

DON'T



Don't make assumptions.

Don't shy away from talking about the menopause.

Don't focus on the problem, focus on solutions instead.

Don't share any personal information without consent.

Don't address poor performance without addressing any health issues.

Don't offer medical advice but do suggest relevant support.

Small things can make a big difference, find out how at [cipd.co.uk/menopause](https://www.cipd.co.uk/menopause)