

THE CHANGE

*The Stigma, The History, and the
Future for Employers*



The People Perspective, LLC

HR Compliance | Training & Development | Search & Recruiting | The People Playbook

Presented By: Kristi Spaethe, SHRM-CP

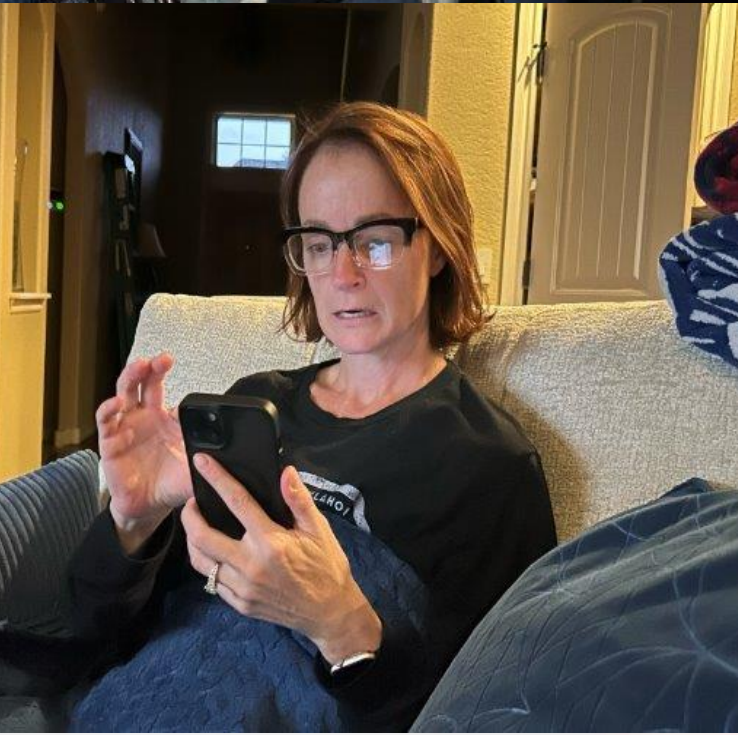
LET'S GET UNCOMFY

get comfortable
being uncomfortable.



A LITTLE ABOUT ME

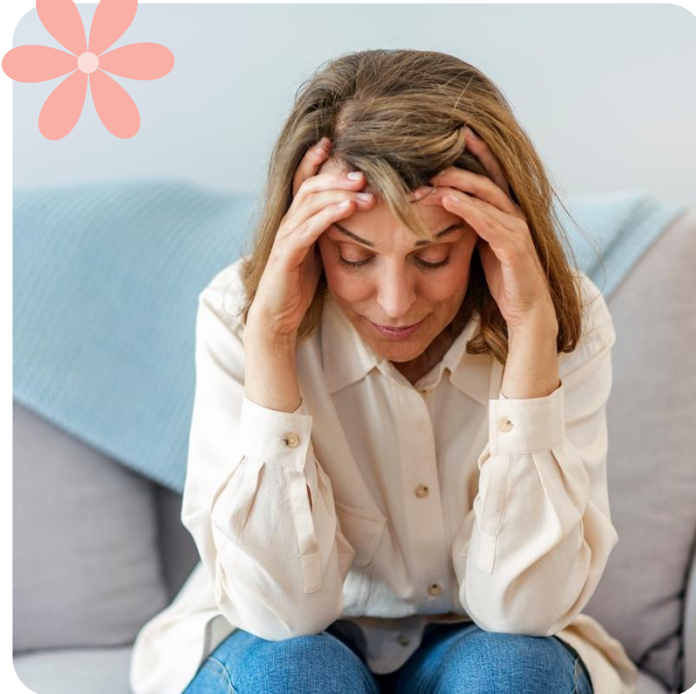
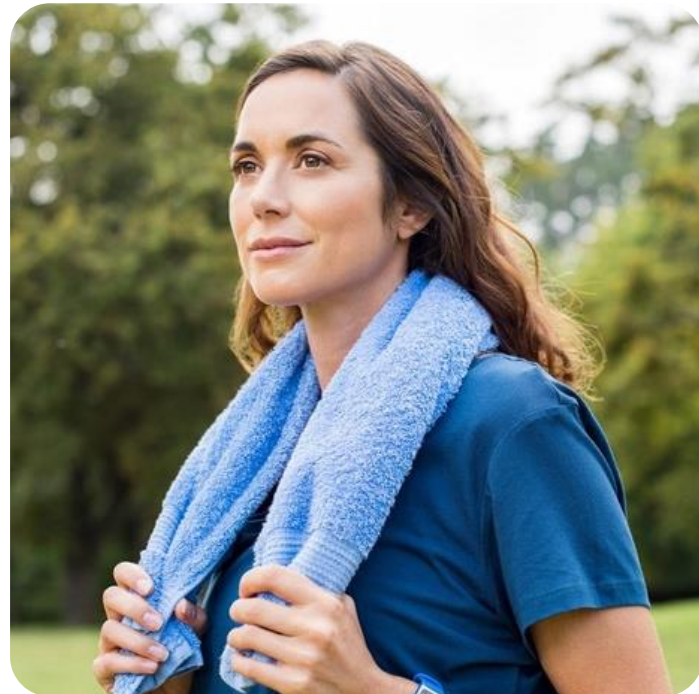
My Journey Through Menopause



**I'M IN
MENOPAUSE,
WHAT'S
YOUR
EXCUSE?**



IT'S NOT FAIR TO COMPARE



THE STIGMA

Key Statistics on Menopause Stigma

- **High Prevalence:** Over **80%** of women believe there is societal discrimination against menopause
- **Silence & Shame:** **37-40%** of women report feeling shame regarding their symptoms
- **Taboo Topic:** **59%** of people believe menopause is a taboo topic, making it hard to discuss with colleagues or medical professionals
- **Lack of Knowledge:** Only **25%** of women feel fully informed about menopause, and 94% were not taught about it in school.

End **THE** STIGMA



THE CHANGE

Menopause Education and Evolution



MENOPAUSE IN THE U.S.

- **84%** report an impact on work
- **59%** took time off due to symptoms
- **58%** have struggled to concentrate and missed deadlines
- **34%** have considered stepping back or quitting due to unmanaged symptoms
- **12%** quit their jobs because of symptoms
- **40%** report that menopause interferes with weekly work
- **64%** want menopause benefits and only 14% say their employers recognize the need



MENOPAUSE IN THE U.S.

Approximately **9.5%** of the U.S. workforce is in some stage of menopause right now

- Having a disability
- Being in a labor union
- Being in the hospitality industry
- As Black or African American



MENOPAUSE IN THE U.S.

Employer Impact

- Lost Talent
 - Turnover Cost
- Productivity Cost
- Healthcare Costs
- Morale and Engagement



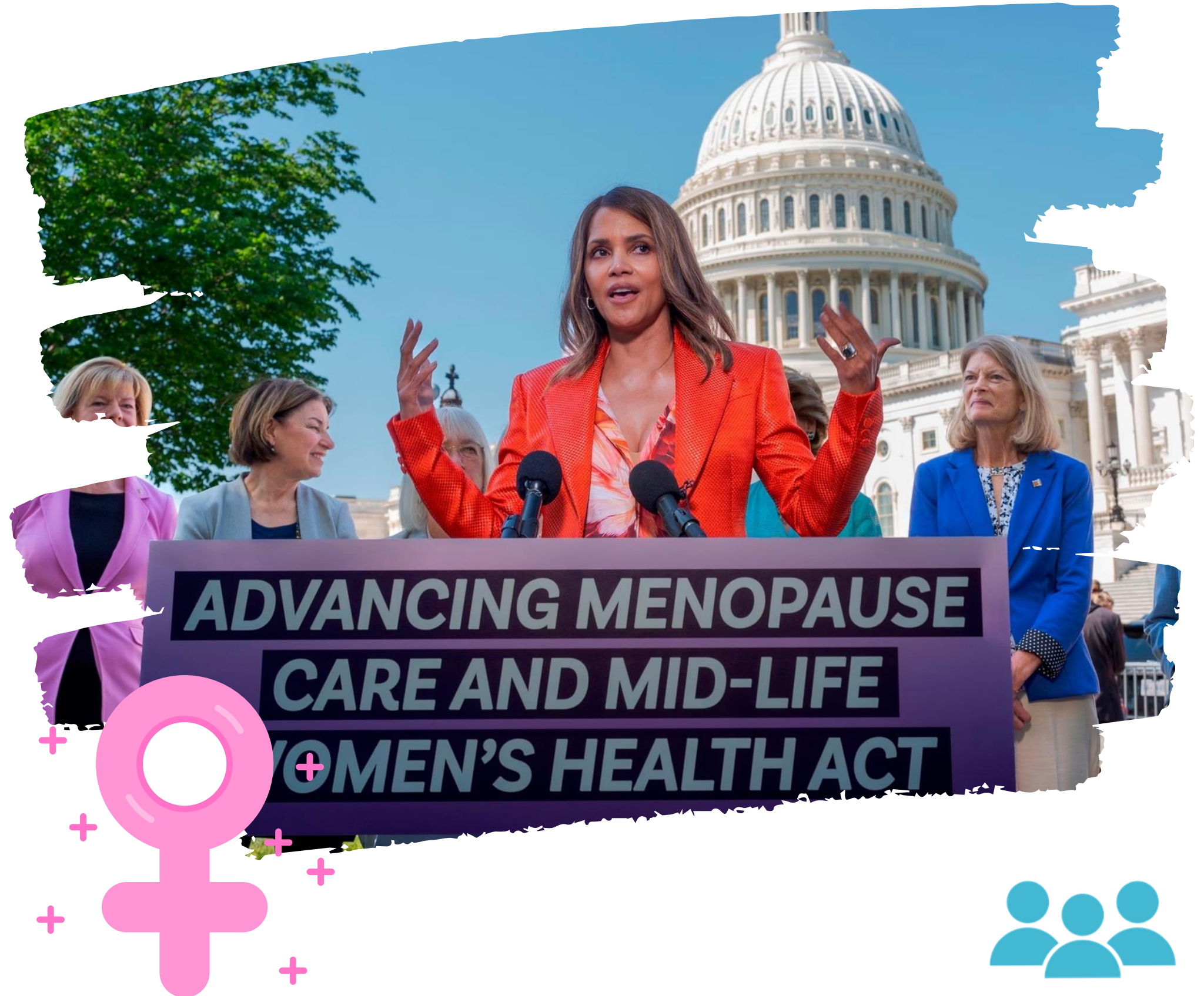
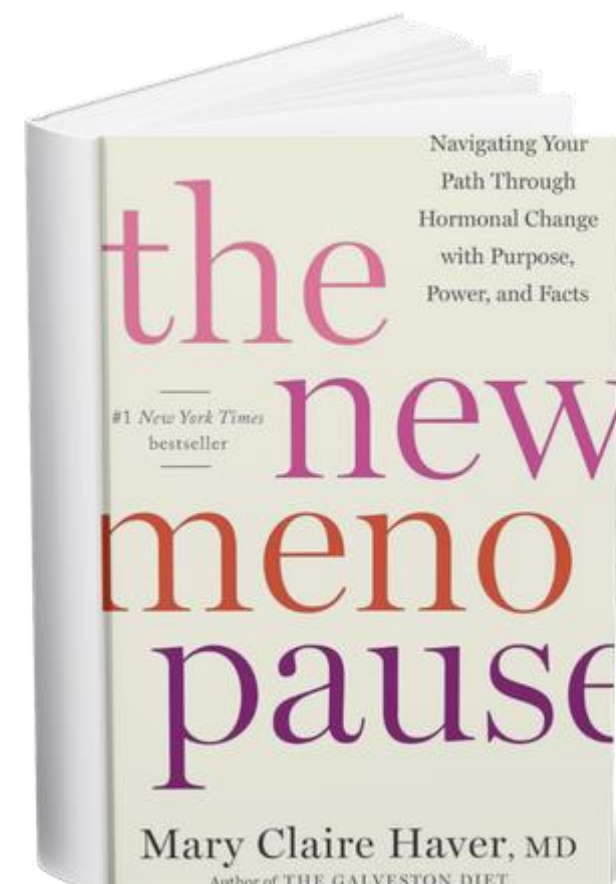
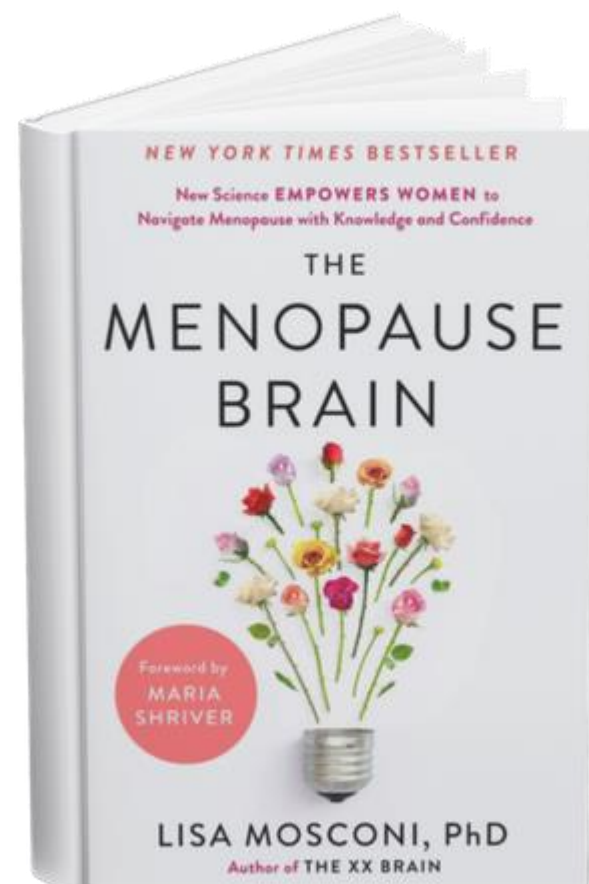
**MENOPAUSE
in PROGRESS**

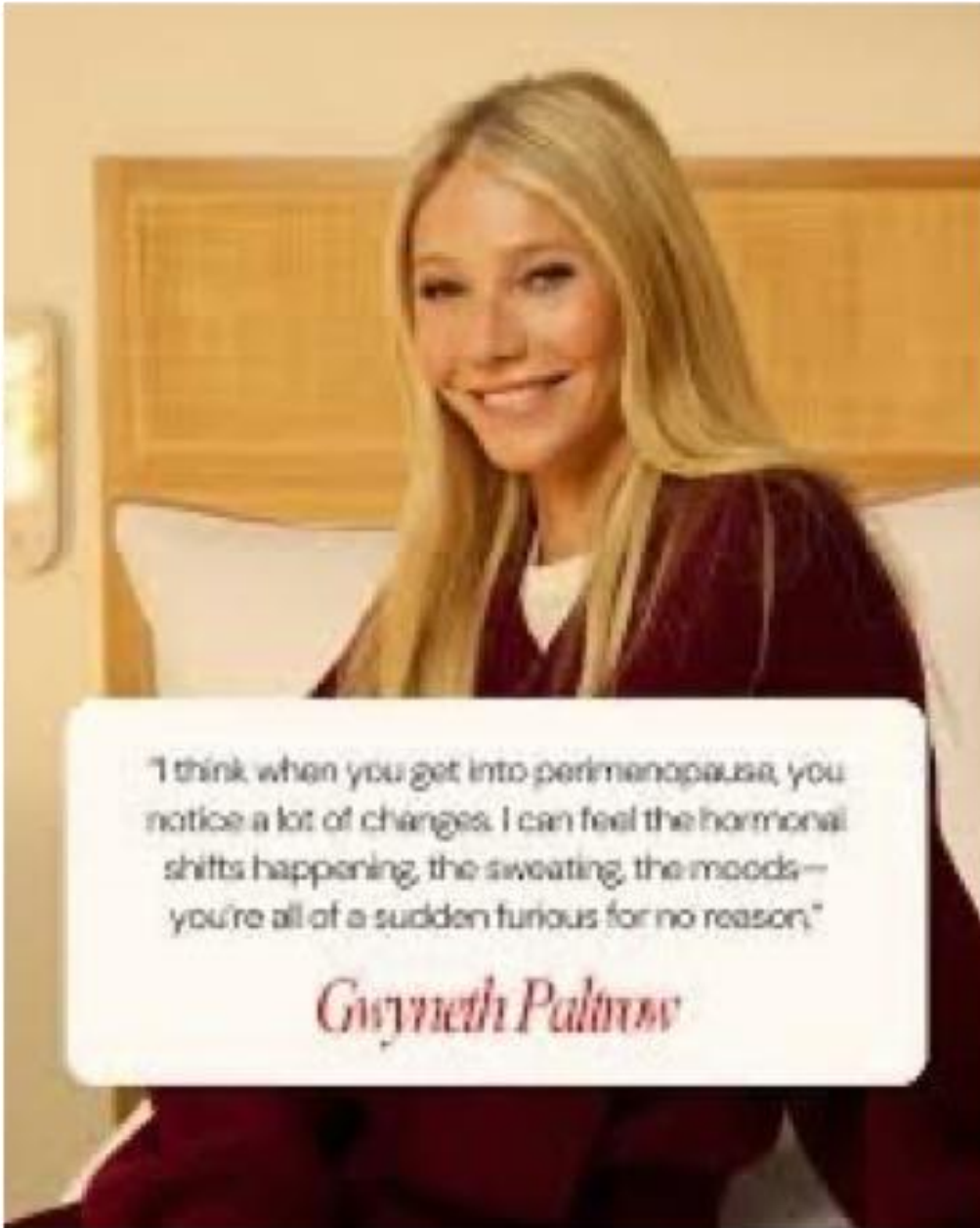
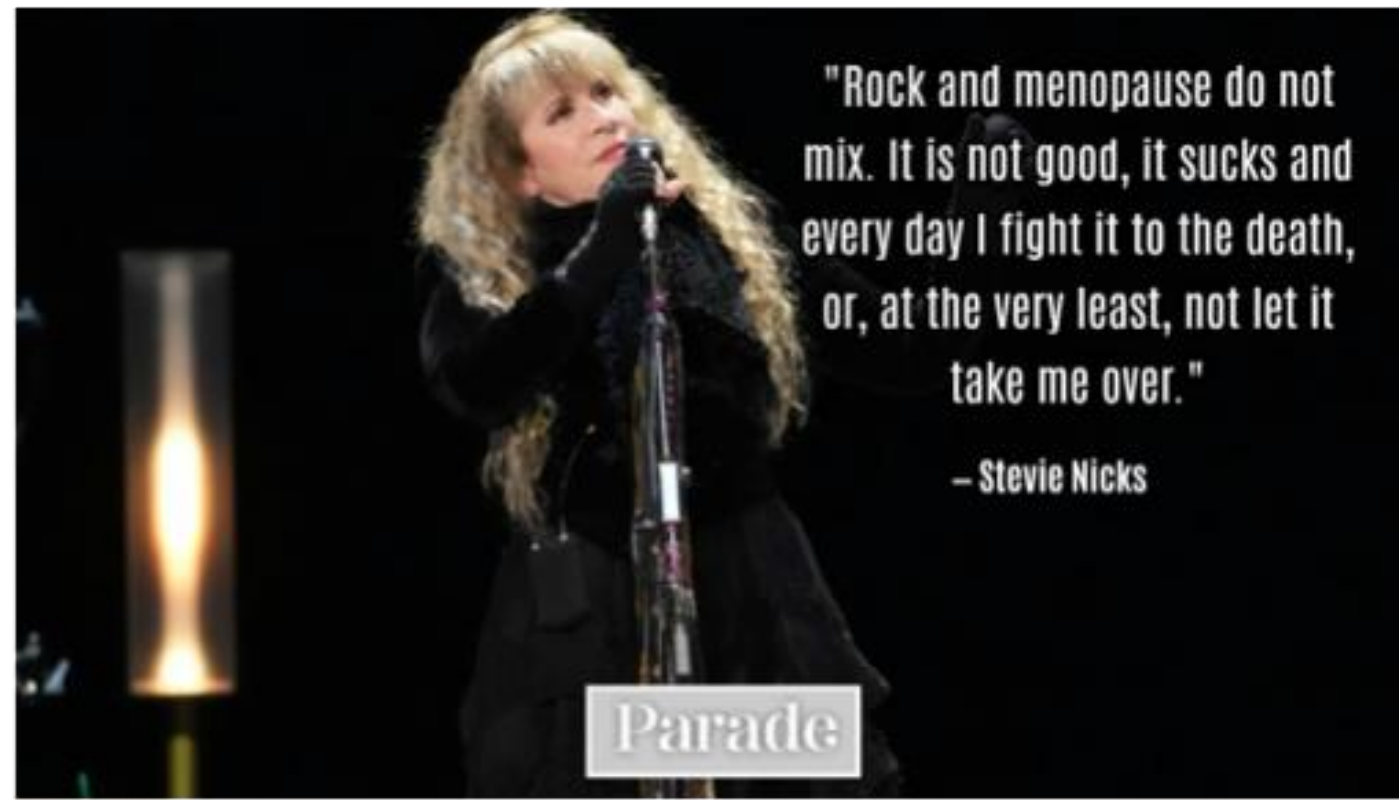
Go around and do not make eye contact



MENOPAUSE EVOLUTION

- Celebrities talking about it
- Public stigma
- Literature





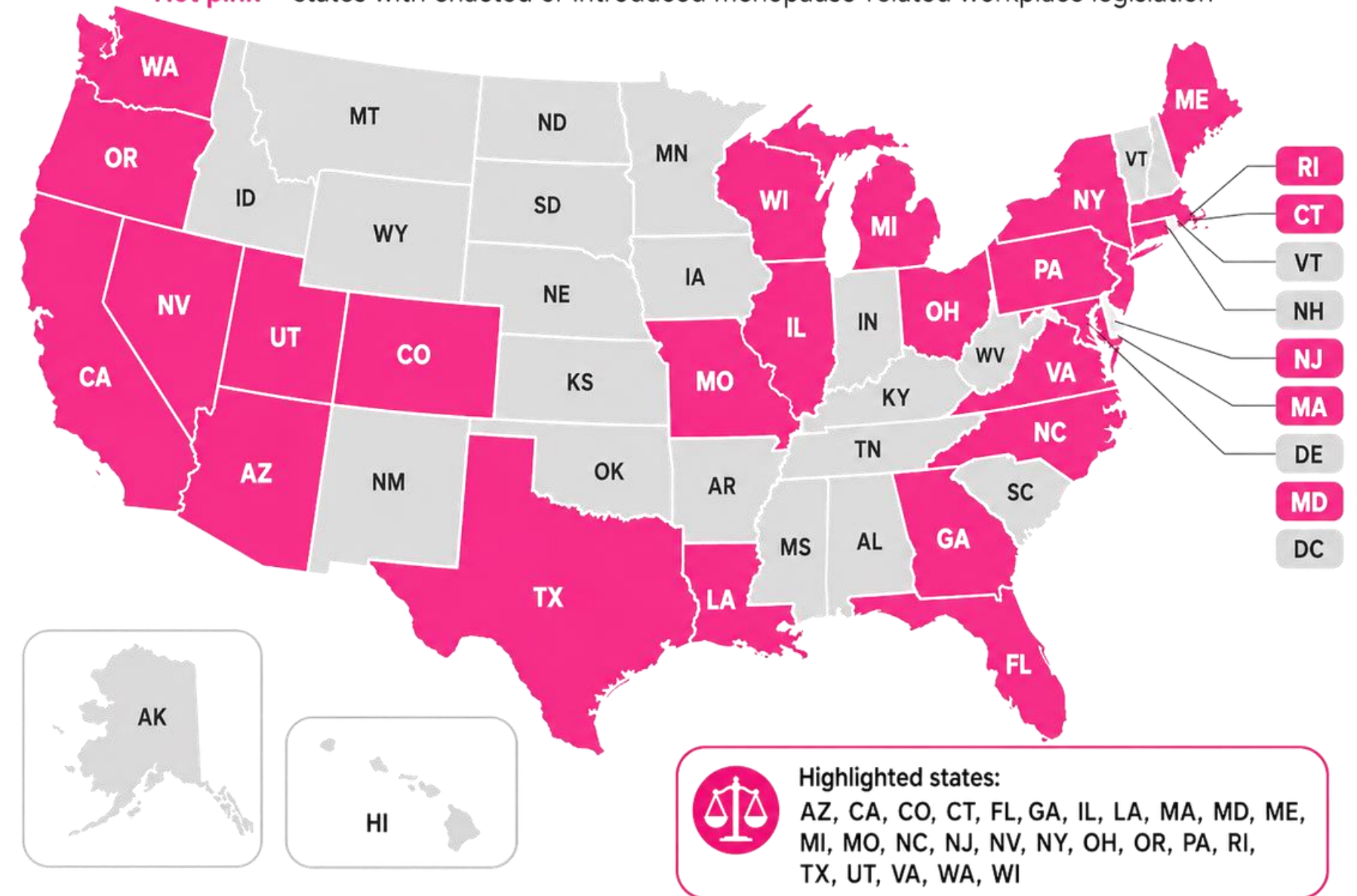
MENOPAUSE EVOLUTION

The Legal Evolution

- **Rhode Island** – Added menopause to Antidiscrimination in the Workplace Act
- **NJ, LA, VA, MD** – Require insurance coverage for medical treatment
- **WA** – Added menopause to list of accommodations covered by civil rights law and issued guidance for employers
- **IL** – Proposed bill to add accommodation for menopause
- **Philadelphia** – Proposed bill to add menopause to anti discrimination law

Menopause in the Workplace: State Legislation Map

Hot pink = states with enacted or introduced menopause-related workplace legislation



MENOPAUSE EVOLUTION

- HRT Development
- Research
- Fortune 100 Companies
 - Still lacking



in my
menopause era



WHAT CAN

YOU DO



WATCH OUT FOR

ADA

Americans with
Disabilities Act



MENOPAUSE BENEFITS

Getting Started

Ask Your

- Broker
- EAP
- Carrier
- SHRM Resources
- HR Professional

Let
Women
Thrive



MENOPAUSE POLICY

- Create a policy that addresses menopause holistically
 - Leave
 - Accommodations
- Add menopause protection to existing policies
 - ADA
 - Leave
- Examples to include based on existing or proposed law
 - Temperature and airflow
 - Flexible Dress
 - Break Access
 - Flexible Work
 - Paid or Unpaid Leave
- Management Training
 - Not just the legal side, but interpersonal also



MENOPAUSE BENEFITS

- Access to coverage of menopause-specific providers and care
- Mental Health Support
- Education Support
- HRT Reimbursement / Stipend
- Supplemental Program / Coverage
- Employee Resource Groups



MENOPAUSE RESOURCES

- [The Menopause Society](#)
- [Society for Women's Health Resources](#)
- [Maven Menopause & Midlife Health](#)
- [Peppy Health - Menopause Support](#)
- [Dr Hannah Davies](#)
- [Menopause Mandate](#)

Access menopause resources, blog articles, practical tools, and ongoing support—all in one place.

with Kristi Spaethe



THE CHANGE

**What
are you
going to
do?**



THANK YOU!



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