

## The Case for Action: Why Your Company Needs a Menopause Policy Now

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# MENOPAUSE POLICY & WORKFORCE TRAINING

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- **LEGAL RISK REDUCTION:** MENOPAUSE-RELATED HARASSMENT, DISCRIMINATION, AND FAILURE-TO-ACCOMMODATE CLAIMS ARE INCREASING, AND EEOC GUIDANCE NOW INCLUDES MENOPAUSE EXAMPLES.
- **WORKFORCE RETENTION:** WOMEN AGED 45–60 ARE A CRITICAL TALENT SEGMENT; UNMANAGED SYMPTOMS DRIVE ABSENTEEISM, REDUCED HOURS, AND PREVENTABLE TURNOVER.
- **MANAGER COMPETENCY:** MANAGERS ROUTINELY MISHANDLE MENOPAUSE-RELATED ISSUES DUE TO LACK OF TRAINING, CREATING COMPLIANCE EXPOSURE AND EMPLOYEE RELATIONS PROBLEMS.
- **OPERATIONAL PERFORMANCE:** UNTREATED SYMPTOMS CAN AFFECT PRODUCTIVITY, ACCURACY, AND CONTINUITY; TRAINING EQUIPS LEADERS TO SUPPORT PERFORMANCE WITH APPROPRIATE, LOW-COST ADJUSTMENTS.