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 first 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