



LEAD WITH LEGAL INSIGHT ON MENOPAUSE IN THE WORKPLACE

1 in 5 working women are in menopause today yet most workplaces aren't prepared (BoFA).

Severe symptoms may qualify for protection under **ADA, FMLA, and anti-discrimination laws**. Legal claims are rising, and inaction costs U.S. businesses \$26.6B annually (Mayo Clinic).

KEY LEGAL SERVICES WE OFFER

We equip legal teams and their clients with proactive, compliant solutions:

- **Policy Review and Development:** Draft and refine workplace policies to align with federal, state, and local mandates. Ensure policies are inclusive, actionable, and defensible.
- **Legal Risk and Compliance Audits:** Identify gaps related to menopause support under ADA, FMLA, and more. Support for establishing clear accommodation pathways and documentation.
- **HR & Manager Legal Training:** Ensure front-line managers understand accommodation obligations.

THE BUSINESS CASE FOR LEGAL ACTION

Supporting employees with menopause-related symptoms and issues is also financially strategic.

- **Reduced Legal Exposure:** Fewer claims and lower settlement risk.
- **Stronger Retention:** Keep experienced employees through life stages.
- **Improved Culture and Trust:** Empower employees with clarity and care.
- **Talent Attraction:** Inclusive policies strengthen employer brand.

BE THE LEGAL VOICE DRIVING CHANGE

Legal professionals are key to helping turn risk into responsibility. By addressing menopause now, you position your clients ahead of legal, cultural, and workforce trends. You have the power to:

- **Prevent costly claims** before they happen.
- **Shape inclusive, compliant policies** that hold up in court and culture.
- **Advise with foresight**, not just defense.

Let's work together to future-proof your organizations and set a new standard for legal excellence.

FIND OUT MORE AT:

MENOPAUSECLASSES.COM