

# Let's Normalize Perimenopause and Menopause at Work

*Let's create workplaces where no one has to suffer  
in silence.*



**Small shifts in awareness, empathy, and flexibility can make a big difference.** When we talk openly about perimenopause and menopause, we release shame and make space for real support

## How We All Play A Part

### Understand the symptoms



Perimenopause and menopause can affect focus, mood, and energy at work and beyond.

### Support one another



Be flexible. Be human. A bit of empathy and small acts of care goes a long way.

### Make space for the conversation



You don't need to be an expert to open a door. Just willing to listen and talk.

## Join the Movement

- Commit to creating a supportive workplace for perimenopause and menopause.
- Access free, practical resources designed for workplaces.
- Together, we can foster healthier, more inclusive work environments for all.

