

# Talking about your menopause at work

Menopause symptoms can affect people differently. Struggling with symptoms can have a big impact on your work life. Many people find it hard to talk about their menopause. But with the right support you can stay in work.

## Talking to your colleagues:

Menopause can be isolating but you don't have to suffer alone. It is a natural and normal process and talking to people can help.

It can be helpful to talk to colleagues and friends at work. There may be menopause champions, groups or other people in your team who are menopausal (or have menopausal partners or family members) and understand what you are going through. Sharing how you are feeling enables people to support you.

## Talking to your employer about your menopause:

If menopause symptoms are affecting your work, you need to talk to your employer or manager so they can understand how to support you.



## The following tips can help you start a formal conversation with your employer.



Menopause is nothing to be **embarrassed about or ashamed of** – it's a very common experience.



Look into what **support is available** in your organisation.



**Keep a list of your symptoms** and some specific practical solutions that you think could help you.  
[Access a symptom tracking list here.](#)



**Ask to book in a meeting.** Be clear about what the meeting is for. Book it at a time when you won't be rushed and can talk privately.



Talk about how **menopause is affecting you at work**, what you're doing to manage your menopause symptoms and what your line manager could do to help.



**Discuss what support you need** e.g. reasonable adjustments.



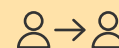
Your manager may need **time to think about the best support.** Remember, this may have been on your mind for a long time, but it may be the first time your manager has heard about it.



Make sure your line manager is **clear on your wishes around privacy.**



Make sure you're **clear on the next steps.**



**You might feel more comfortable talking to a colleague who isn't your line manager.** Consider asking for a meeting with HR, a trade union rep, a menopause champion or a counsellor.

