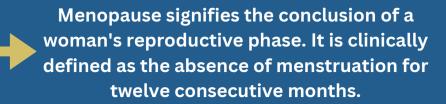
Menopause Stigma in the Workplace

What is Menopause?



Symptoms¹

- Hot flashes
- Trouble sleeping
- Change in period
- Loss of bladder control
- Change in vaginal health
- Symptoms of depression and anxiety
- Physical changes like weight gain, thinner skin, hair loss, etc.

Treatment¹

- Hormone replacement therapy
- Non-hormonal medicine therapy (NK3 Receptor Antagonists and SSRIs)
- Cognitive behavioral therapy (CBT)
- Community support
- Lifestyle activities like exercise and meditation

Menopause & Depression

Menopause is shown to affect mental health. The incidence of depressive symptoms doubles during the menopausal cycle. For menopausal women, the likelihood of developing depressive symptoms is based on several risk factors.

Risk Factors⁵

- Vasomotor symptoms
- History of depression
- Neuroticism
- Stressful life events
- Low financial or educational status
- Negative perception of aging
- Lack of community support

Menopause in the Workplace



Only 1/3 of women feel comfortable openly discussing menopause in the workplace⁶



Only 7% of medical residents felt adequately trained on menopause⁷



>1/2 of women say they find menopause symptoms challenging



Only 4% of employers planned to offer menopause benefits in 2023°

Research shows that listening to menopause experiences on podcasts empowers women to discuss their own experiences with friends, family, and medical professionals."

Addressing menopausal symptoms directly may lead to an increase in perceived leadership qualities."

Discussing taboo topics, such as menopause, in the workplace can reduce stigma and create a more open, supportive environment for women to share their experiences.



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