



Inclusivity:

Menopause is an inclusive subject. Anyone can be affected by menopause, either first-hand or through their relationship at work or at home. Here is an example inclusion statement:

Everyone's experience of menopause is different. People experience different symptoms, have different views or philosophies about how they manage them and different medical histories, too. This policy sets out how our organisation supports those impacted by menopause at work.

People of diverse gender expressions and identities experience menopause, and although we may use the terms 'women' 'female' 'her' when quoting specific research, this policy is focused on how everyone can be supported.

Design/Imagery

Consider what images and design you are using to position your documents so they feel positive accessible for everyone.

