

Perimenopause and Menopause Toolkit

Resources for our NFP clients and their employees

This **Perimenopause and Menopause Toolkit** is designed to equip your employees with a comprehensive set of resources and support systems to navigate the mental and physical challenges and symptoms that one may encounter while experiencing this transition. Reducing the stigma around this phase of life and having the right tools and information can make a significant difference.

This toolkit offers practical strategies and wellness tips to support overall wellbeing, with informative websites, podcasts, and resources. We hope this will help your employees navigate this journey and life stage with confidence.



About Perimenopause and Menopause

Perimenopause

- Perimenopause can start as early as age 35.
- Perimenopause is the transition to menopause noted by hormone changes and a wide variety of challenging symptoms.
- It can last from months to years and symptoms can last up to a decade or longer for some ([WHO](#)).

Menopause

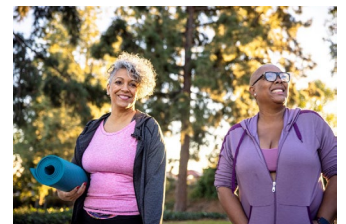
- Menopause typically occurs between ages 45 and 55 and affects every person differently.
- Menopause is a transition in life experienced by about half the world's population and about 1/3 of the labor force ([WHO](#)).

Common symptoms: During perimenopause and menopause individuals may experience symptoms that include hot flashes, difficulty sleeping, memory problems, mood disturbances, vaginal dryness, weight gain, muscle and joint pain, exacerbated depression and anxiety and more ([Office on Women's Health](#)).

Symptom relief: Women experiencing these symptoms benefit from support including an environment where they can share what they may need to feel better and continue to thrive at home and at work. These may include fans and layered clothing, a quiet place to take a break, access to health care providers with expertise in perimenopause and menopause to help with symptom management and overall health, as well as support groups, employee resource groups, and manager training ([Office On Women's Health](#)).

Perimenopause and Menopause Facts

- About half the female workforce is either in the menopause transition (perimenopause) or in menopause itself. ([Forbes](#))
- Women experiencing symptoms (typically in their 40s and 50s) are often seasoned leaders, critical to an organization. ([Great Place to Work](#))
- Only 16% of female employees reported feeling comfortable asking for accommodations to address their menopause-related challenges at work. ([Resource Guide for Managers](#))
- Normalizing conversations at work (such as discussing needs including fans, access to ice and water) and establishing support and employee resource groups can help reduce stigma. ([Menopause Workplace Guide](#))
- Find a physician with menopause training at [The Menopause Society](#).
- Hormone Replacement Therapy (HRT) can be highly effective for symptoms and can also reduce risk of bone loss and fractures. They are safe for most women and should be discussed with your health care provider. ([Pub Med](#))
- 80% of supervisors said they would feel comfortable offering support to a coworker going through menopause. ([Menopause Workplace Guide](#))



Wellness Tips for Perimenopause and Menopause

Remember that you are not alone, and you may need additional support. Talk to your health care provider, utilize important resources like EAP and other mental health support, talk to friends, family, and coworkers.

- Aim for a balanced diet including high fiber, calcium rich foods, and adequate protein.
- Consider tracking food and symptoms to learn what may reduce symptoms (such as avoiding spicy foods, limiting alcohol, and having smaller, more frequent meals vs large meals) ([Womenshealth.gov](https://www.womenshealth.gov)).
- Aim to exercise daily and include movement like yoga and stretching to reduce joint aches and strength training to improve bone health.
- Improve sleep by trying meditation and removing screens from the bedroom.
- Connect with others with in-person or virtual support groups.

Staying Healthy During and After Menopause

These tips may help you lower your risk for health problems such as heart disease and osteoporosis.

- Eat a healthy diet.** (Icon: Plate of various fruits and vegetables)
- Get enough calcium and vitamin D.** (Icon: Milk carton and pill bottle)
- Be physically active.** (Icon: Person doing yoga)
- Maintain a healthy weight.** (Icon: Scale)
- Limit or avoid alcohol and don't smoke.** (Icon: Alcohol bottle and cigarette)

To learn more about menopause, visit www.nia.nih.gov/menopause.



Resources



Websites, Articles and Guides



Office On Women's Health
[Menopause Symptoms and Relief](#)

Cleveland Clinic
[Perimenopause](#)

[The Menopause Society](#)

CDC
[Menopause, Women's Health, and Work](#)

WebMD
[Perimenopause](#)

Women's Empowerment Guide
[Menopause Kit](#)

Mayo Clinic
[Menopause](#)

Mayo Clinic
[Perimenopause](#)

Office on Women's Health
[Menopause and Your Health](#)

Podcasts

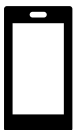


[Dr. Streicher's Inside Information: Menopause, Midlife, and More](#)

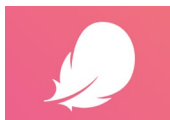
[The Positive Pause Podcast](#)

[Empowered Through Change: Navigating Perimenopause & Menopause as a Millennial Woman](#)

Apps



[Flo](#)



[MenoLife](#)



[Health & Her](#)



[Caria](#)



Client Specific Benefits/ Resources

Insert client specific benefits and resources related to this topic in bullet format (ex: EAP/mental health, women's health solutions, women's employee resource groups, tobacco cessation programs, gym/fitness programs, meditation/mindfulness programs, nutrition programs/services MSK vendor, etc.) as appropriate to the topic. Include links when possible. (insert additional pages as needed).

Sample Employee Email

Example:

Dear employee,

The overall health and wellbeing of our employees is of utmost importance. As perimenopause and menopause is something that affects most women, we are pleased to provide you with valuable information and resources to help support the health and wellbeing of you and your family.

Insert resources included in this guide

Insert resources included in this guide

Sincerely,

HR Leader