

# EHRC publishes new guidance on menopause and the workplace

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On 22 February, the Equality and Human Rights Commission (EHRC) published [guidance for employers on menopause in the workplace](#), setting out employer's legal obligations under the Equality Act 2010 (EqA 2010).

The guidance explains what menopause and perimenopause is and how the associated symptoms can negatively impact a worker. The guidance summarises an employer's legal obligations under the EqA 2010, particularly in relation to the protected characteristics of disability, age, and sex. It emphasises the risk of claims for failure to make reasonable adjustments, direct and indirect discrimination, harassment, and victimisation. It also highlights an employer's obligation to conduct a workplace risk assessment under health and safety law.

The guidance is a useful starting point but it's important to remember that appropriate support will depend on the individual circumstances: menopause and perimenopause can affect women differently (physically and psychologically).

Best practice recommends:

1. Having a menopause policy that sets out support and possible adjustments and how employees can ask for these.
2. Providing menopause training to managers.

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