

# Menolux Menopause Workplace Pledge

Let's Normalize Menopause - Together.



by Patrice Rolle

# Our Vision

At Menolux Health & Wellness Coaching & Consultancy, we believe that menopause is not a taboo, a weakness, or something to be hidden in silence. It is a natural life transition that affects millions of women - and deserves compassion, visibility, and workplace support.

We invite all organizations, leaders, and teams to take this pledge and commit to building menopause-inclusive workplaces across The Bahamas, the Caribbean, and beyond.

# Our Pledge Commitments

As a Menopause-Inclusive Workplace, organizations pledge to uphold the following principles:

## **1 Acknowledge Menopause as a Workplace Issue**

Recognize that menopause can affect physical, mental, and emotional wellbeing, and therefore work performance, attendance, and confidence.

## **2 Foster a Culture of Openness and Respect**

Encourage open conversations, free from stigma, embarrassment, or discrimination.

## **3 Educate Our Teams**

Provide training for managers and HR professionals on menopause awareness, rights, and how to support team members going through the transition.

## **4 Review and Revise Workplace Policies**

Ensure existing policies - from health and wellbeing to flexible working - reflect the needs of menopausal employees.

# Additional Pledge Commitments



## **Offer Reasonable Adjustments**

Consider accommodations like temperature control, rest breaks, remote working, and flexible hours when symptoms impact work.



## **Support Menopause Champions**

Identify and empower individuals to act as confidential points of contact and advocates within the organization.



## **Uphold Equity and Legal Protections**

Comply with local and international labor protections regarding sex, age, and disability discrimination.



## **Celebrate Menopause Awareness**

Mark relevant health days (e.g. World Menopause Day, Caribbean Wellness Day) with activities, lunch & learns, and awareness campaigns.

# Creating Supportive Workplaces

By signing this pledge, organizations commit to creating a workplace where menopausal employees feel:



- **Seen**, not invisible.
- **Heard**, not dismissed.
- **Supported**, not sidelined.

Join the Menolux Movement. Let's normalize menopause - together.

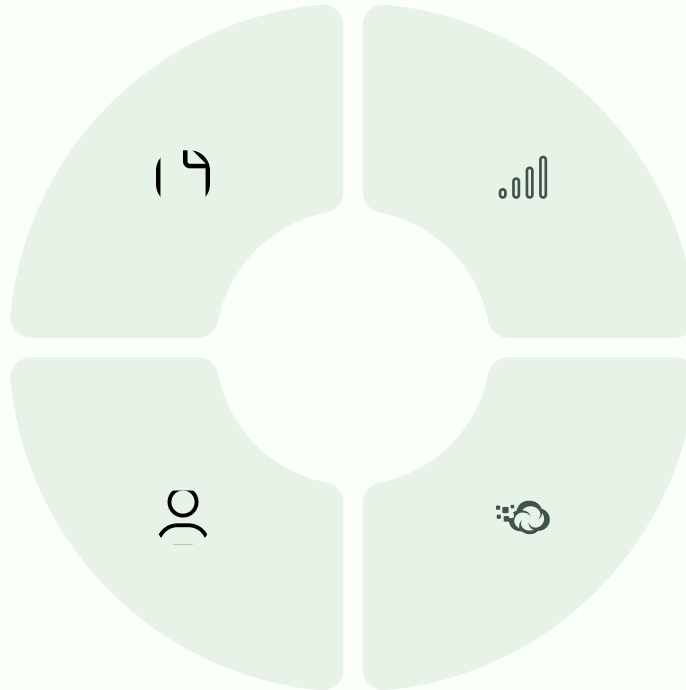
# Benefits of a Menopause-Inclusive Workplace

## Improved Productivity

When employees receive proper support during menopause, they can maintain their productivity and performance.

## Stronger Reputation

Organizations known for supporting menopausal employees build stronger employer brands and community standing.



## Better Retention

Supporting employees through menopause helps retain valuable talent and experience within the organization.

## Enhanced Diversity

Creating inclusive environments for all life stages promotes greater workplace diversity and representation.

# Implementing the Pledge

## **Sign the Pledge**

Make a formal commitment to becoming a menopause-inclusive workplace.

## **Review Policies**

Update workplace policies to include menopause-specific considerations.

## **Educate Leadership**

Provide training for managers and HR on menopause awareness and support strategies.

## **Implement Changes**

Make necessary workplace adjustments and foster an open, supportive culture.

By following these steps, organizations can effectively implement the principles of the Menolux Menopause Workplace Pledge.

# Join the Menolux Movement

**Join the Menolux Movement. Let's normalize menopause - together.**

✉ To become a Menopause-Inclusive Workplace or schedule training, visit [www.menoluxspa.com](https://www.menoluxspa.com) or email us at [menoluxhealthandwellness@gmail.com](mailto:menoluxhealthandwellness@gmail.com).

**Sign The Pledge**

**Contact Us**