

Menolux Menopause in the Workplace Toolkit

Let's Normalize Menopause - In Every Office, Every Role, Every Island.



by Patrice Rolle

Introduction

Menopause affects nearly every workplace—whether or not we talk about it. Too many women suffer in silence, misunderstood or overlooked. Menolux believes menopause is not a barrier—it's a natural transition that deserves understanding and support.

This toolkit will help Caribbean workplaces become menopause-informed, fostering conversations and support systems that enable women to thrive during this natural life transition.

Who Is This Toolkit For?

Employers

Leaders who want to create supportive environments for all employees

HR Professionals

Those responsible for developing inclusive policies and practices

Managers

Team leaders seeking to support staff through life transitions

Employees

Women experiencing menopause and colleagues who want to be supportive

This guide is for anyone ready to support the women who keep our businesses thriving—even through transition.

Why It Matters

Midlife women are the fastest-growing workforce segment. Many are dealing with symptoms that can affect performance. The solution isn't fewer women—it's better support.

"Menopause doesn't signal the end. It's a shift—one that, with compassion and awareness, can lead to a stronger, more empowered workforce." - Patrice Rolle, Founder of Menolux



Understanding Menopause

Perimenopause

Begins in 30s-40s as hormone levels start to fluctuate



Postmenopause

The years following menopause when symptoms may continue but often decrease

Menopause

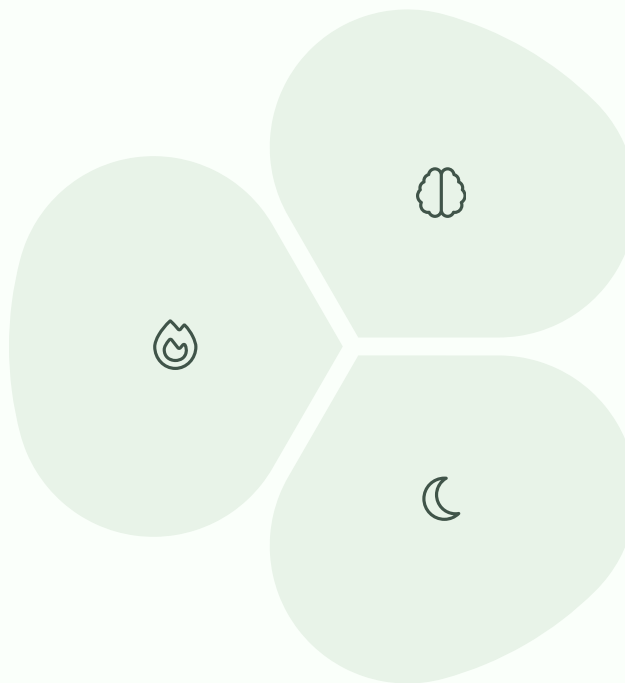
Confirmed after 12 months without a period, typically ages 45-55

Symptoms and timing vary widely between individuals. It's important to note that transgender and nonbinary people can also experience menopause, though their experiences may differ.

Symptoms to Watch For

Physical

- Hot flashes & night sweats
- Fatigue
- Palpitations
- Weight changes
- Urinary issues



Cognitive

- Brain fog
- Memory issues
- Concentration difficulties

Emotional

- Mood changes
- Anxiety
- Sleep disruption
- Low libido

Use our Menolux Symptom Tracker to log and recognize patterns in your symptoms.

What Employees Can Do

Speak Up

Talk to a supportive supervisor or HR representative about your experience

Seek Support

Consult healthcare providers and consider joining a support group

Track Symptoms

Log symptoms to identify patterns and triggers in your work environment

Request Adjustments

Ask for reasonable workplace accommodations that can help you manage symptoms

What Employers Can Do

1 Create a Menopause Policy

Develop clear guidelines that acknowledge menopause as a workplace consideration

2 Train Managers

Ensure leadership understands menopause and how to support affected employees

3 Offer Flexibility

Provide options like flexible hours, remote work, or temperature control

4 Include in DEI Initiatives

Recognize menopause as an important diversity, equity, and inclusion issue

Consider hosting a Menolux seminar or training session to build awareness across your organization.

How to Have a Conversation

Starting the Conversation

"Can we have a chat? I'm managing menopause symptoms, and I'd like to explore ways to do my best work."

Key Principles

- Ensure privacy and confidentiality
- Avoid making assumptions
- Practice active listening
- Offer support and referrals



Policy Suggestions for HR



Comfort-Focused Uniforms

Offer menopause-friendly uniform options with breathable fabrics



Temperature Control

Provide fans, cooling options, and temperature-adjustable workspaces



Wellness Leave

Implement specific leave policies for menopause-related appointments



Menopause Champions

Designate trained staff members as resources for menopause support

Consider offering access to coaching or private healthcare options specifically addressing menopause management.

Resources



1 **Menolux Menopause Tracker & Wellness Journal**

Track symptoms, identify patterns, and develop personalized coping strategies



2 **The Supportive Man's Guide to Menopause**

Resource for male colleagues and partners to better understand and support women



3 **Free Menopause Discovery Call**

Schedule a consultation to discuss specific workplace needs and solutions

Contact Menolux

Let us help you build a menopause-informed workplace that supports all employees through this natural transition.

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🌐 www.menoluxspa.com

Based in The Bahamas - regional & virtual consultations available

