	1
	Contraction of the
	Statute of the
	-
	10000
	Concession of the local division of the loca
1. 1.	
25.	
31	Constant Constant
201 1	and the second second
1. 9. 1.	-
33/52 <sup>m</sup>	1000
	Contractor of
0.048	ATTOTAL .
	-
2.51	ALC: AND
	100
SI 1	101
1 and	Sector A
5.539	and a second
1000	
	1707D
39355	ALC: NO
The state of	and the second s
Berthe	-
2.2.2/	A CONTRACTOR
19 -	- Antonio - Statest
1	-
and	
1. S. S. S.	
	1000
0.555	
	-
	1.000
Sec.	States .
60.00	131515-19
10.00	a dive
	0
	1
	(A. 7. 10)
	1
	1
19-5-4-5	1777A
2227	Sec. 1
No. A	
	1000 A
	S.C.F.R.
an sale in	Contraction of the local division of the loc
The second	
	1 Stand
	- Contraction
	1
1.221	
abbert	- Carrier
	1 martin
	-
	1
	-
	1
	San Sector
	10000
14.10	A CONTRACTOR
11922	No. of Lot of Lo
State of	
CARRY Days	The Section of the

Checklist
For supporting an employee through the menopause
Develop a menopause policy
Prepare managers to have effective conversations with affected employees
Provide workforce training on menopause – set a clear, zero tolerance stance against any form of menopause-related bullying, discrimination or harassment
Hold lunchtime awareness sessions and workshops
Appoint a Menopause Champion and ensure they have all necessary training
Communicate available support measures with the workforce
Hold individual welfare meetings with employees who say they are going through menopause
Implement reasonable adjustments for affected employees
Review adjustments on a regular basis
Review policies on dress codes and flexible working and assess whether these can be amended to provide better support to menopausal employees
Adapt normal absence management and performance procedures to ensure they do not disadvantage employees impacted by menopause
Signpost affected employees to expert help (e.g. an Employee Assistance Programme (EAP), menopause charity etc.)
Sign the Menopause Workplace Pledge and implement its values
Create an awareness and support group within your organisation
Complete menopause-specific risk assessments
Liaise with relevant trade union representatives to ensure they are fully trained on the best methods of responding to issues associated with the menopause.
Proudly demonstrate your support through the display of posters and flyers throughout the workplace

HAUS OF HR

Enabling businesses to grow & thrive through their people visit hausofhr.com