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EHRC issues guidance for employers on the Menopause

The guidance says that employers must make 'reasonable adjustments' for women going through menopause or face legal action.

The [Equality and Human Rights Commission \(EHRC\) has issued guidance](#) saying that employers could be sued for disability discrimination if they fail to make reasonable adjustments for women going through menopause.

The EHRC says that if the symptoms have a "long term and substantial impact on a woman's ability to carry out normal day-to-day activities" they may be considered a disability. Under the Equality Act 2010, employers have a legal obligation to make reasonable adjustments and not discriminate against workers with a disability.

The guidance also states that workers with menopause symptoms may be protected against less favourable treatment on the grounds of age and sex.

Employers are also bound by the Health and Safety at Work Act to ensure employees' health, safety and welfare.

PCS reps can help to make sure that people experiencing menopause are properly supported by their employer and that stigma is challenged and eradicated.

To find out more, read our articles on [Menopause: awareness, rights and support](#).

If you are a PCS rep, read [Menopause for reps: awareness, rights and support](#).