

Reasonable accommodations checklist

A menu of accommodations for perimenopause and menopause symptoms at work. Most are low-cost or free. Use this in the first conversation so the employee can choose what fits — rather than being asked to invent options on the spot.

Temperature & environment

- Personal desk fan (provided by employer).
- Seat near a window or air vent, away from radiators.
- Ability to adjust local thermostat or open a window.
- Cooler uniform options; breathable fabrics; extra sets.
- Access to a fridge for cold water.

Time & scheduling

- Flex start/finish on high-symptom days, no advance notice required.
- Compressed or reduced hours for a defined period.
- Paid time off for medical appointments.
- Later start after nights with severe insomnia.
- Reduced travel or shift-work rotation.

Space & privacy

- Quiet room for symptom management or short rest.
- Access to a private bathroom (heavy bleeding, hot flashes).
- Locker or drawer for spare clothing and menstrual products.
- Ability to step out of a meeting without explanation.

Meetings & visibility

- Camera-off in internal meetings.
- Agendas circulated in advance (brain fog).
- Written follow-ups for verbal decisions.
- Ability to reschedule non-urgent meetings.

Workload & cognitive load

- Task prioritization support during high-symptom weeks.
- Written instructions instead of verbal-only briefs.
- Reduced multitasking demands; single-focus blocks.
- Temporary re-allocation of high-stakes or high-visibility tasks.

Health-service access

- Paid time to attend specialist and follow-up appointments.
- Access to occupational health without needing to name a diagnosis.
- Coverage information for menopause-trained practitioners (via benefits).
- Signposting to trusted plain-language information.

For frontline, retail, healthcare, and shift roles

- Uniform swaps mid-shift.
- Short paid breaks in addition to standard rest breaks.
- Shift-swap flexibility on high-symptom days.
- Fatigue-safety protocols after severe insomnia.

What to write down

- What was agreed.
- Start date and review date.
- Who else knows.
- How the employee wants to be checked in with.