

What Nila is (in one paragraph)

Nila is a member-owned menopause education and peer-support membership. It sits alongside existing benefits — EAP, telehealth, pharmacy, DBS — and fills the gap those benefits typically don't cover: the four-to-ten year perimenopause transition, where members need trustworthy information, symptom tracking, and community more than they need another appointment. Nila does not diagnose, prescribe, or replace clinical care.

On the workplace incident & impact log

One of the free HR templates in our work toolkit is a member-owned self-tracking log. In member-facing copy we call it a **discrimination evidence log** because that is what members search for and what UK / US case law refers to. In benefits and HR conversations we introduce it as a **workplace incident & impact log**.

It is an **educational, self-tracked journal** — the same category as a symptom diary. Members keep it on their own device. Nila never sees it. Employers never see it. It creates no filing, no claim, no reporting obligation, and no data flow to insurers. It is **not** a legal record, an advocacy instrument, or a channel for escalation.

Canadian evidence base

Our editorial standard anchors every symptom guide to society guidelines. The full guideline basis on Canadian member accounts:

Society of Obstetricians & Gynaecologists of Canada (SOGC)	Menopause and U (patient guidance)	2024
Canadian Menopause Society (SIGMA)	Clinician + patient resources	2024
North American Menopause Society (NAMS)	2022 Hormone Therapy Position Statement	2022
International Menopause Society (IMS)	White Paper on MHT	2024
NICE (UK)	NG23 — Menopause identification & management	2024
Endocrine Society	Treatment of menopause symptoms — CPG	2015

We are actively expanding SOGC / CMAJ / CIHR / Health Canada citations across the symptom library. A tagged citation audit (source of origin per claim) is in progress and can be shared with clinical review teams on request.

Privacy & data (Canadian frame)

Nila's Data Processing Addendum covers **PIPEDA** and provincial privacy statutes (**FOIPPA, FOIP, FIPPA**) alongside GDPR / UK GDPR and CCPA / CPRA. Enterprise and benefits partners receive anonymised aggregate engagement only — never per-employee, per-member or per-claim data. Member self-tracking (symptoms, mood, the incident & impact log) stays on the member's device.

What partners get

- A menopause membership their covered members actually open and use — not a portal that gathers dust.
- A free HR toolkit for the employer side (policy, line-manager training, return-from-leave, benefits audit).
- Anonymised aggregate reporting on engagement — never individual data.
- Sits alongside existing benefits; does not replace or duplicate EAP, telehealth, or pharmacy.