

Menstrual Health Support Survey

The results of the FSU Menstrual Health Survey.

Respondents: 1064 & 2,123 written comments / 97% female respondents

91%

think menstrual health affects working life.

96%

of respondents would welcome a menstrual health support policy in the workplace.

49%

are not comfortable talking about menstrual health issues in work, and 69% say the reason being is the gender of their manager.

22%

say periods are joked about in the workplace.

The most common actions being sought by respondents of the survey from employers are.

- Implement and communicate a menstrual health workplace policy.
- Training for people managers on medical conditions that have painful menstrual symptoms such as endometriosis, PCOS, or adenomyosis.
- Education / communication for all staff on period stigma.
- Training for all people managers on period stigma.

Types of measures respondents would like to see employer's support.

- Reasonable accommodation or special leave for medical conditions that cause painful menstrual symptoms, such as, endometriosis, PCOS, or adenomyosis.
- A guarantee that absence related to menstrual 'medical conditions' will not be considered in the context of a performance improvement plan.
- Option to work from home during a bad period.
- Flexibility around hours – arriving/leaving work during a bad period.
- Free period products provided in all workplaces.
- Additional rest breaks if needed during period to allow for time to take medication and change products.

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