



OF ALLYSHIP

This guide outlines the positive behaviours you can use to support those impacted by menopause & menstrual health at work



YOUR ROLE AS AN ALLY

- **Normalise** conversation
- Accept **differences**
- Offer **individualised emotional** support
- Brainstorm '**reasonable adjustments**'
- Encourage person to **take agency**
- Help person **identify resources**
- Be **compassionate** and give them hope



A is for

ACTIVE LISTENING

Listen without interrupting

Be in the present

Be non-judgemental



B is for

BE NON-JUDGEMENTAL

Don't tell the person how they should feel or what they should do

Don't dismiss their feelings

Nod and smile to show you respect the person's feelings, experiences and values, but not too much that they feel they need to please you

Avoid displaying disapproving cues, such as crossed arms or legs



C is for
CHAMPION

**Courage to speak up
for those impacted**

Lead by example

**Advocate across the
business / externally**



D is for
DEPENDABLE

Always available

**Offer a safe & protected
space to share
experiences freely**

Follow up on actions



E is for
EMPATHY

Cultivate curiosity

Challenge your biases

Put yourself in their shoes



**FOR FURTHER
SUPPORT
AND RESOURCES**



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