**Module 2 lesson 1**

**Lesson Title: Key Components of an Effective Reproductive and Fertility Health Guide**

**Lesson Script:**

**Introduction (2-3 mins)**

* Welcome to this lesson on the key components of an effective Reproductive and Fertility Health Guide.
* A well-structured guide helps employees access essential support while ensuring companies uphold best practices in inclusion, productivity, and legal compliance.
* In this session, we’ll cover the core elements that make a guide impactful and actionable.

**Section 1: Core Policies to Include (5-7 mins)**

* A strong guide must outline clear policies to support employees facing reproductive health challenges.
* **Flexible Work and Leave Policies:** Address time off for fertility treatments, pregnancy loss, menopause, and other reproductive health-related concerns.
* **Health Benefits and Insurance:** Detail available health coverage, workplace benefits, and financial support for fertility treatments, consultations, and therapy.
* **Reasonable Accommodations:** Outline workplace adjustments such as ergonomic support, private lactation rooms, or remote work options.

**Section 2: Structuring the Guide for Clarity (5-7 mins)**

* **Simple, Clear Language:** Avoid medical jargon; use accessible, inclusive terminology.
* **Step-by-Step Guidance:** Break down processes such as applying for leave, accessing HR support, and confidentiality protocols.
* **Who to Contact:** Provide clear points of contact within HR, employee assistance programs, and external resources.

**Section 3: Inclusivity and Accessibility (5-7 mins)**

* Ensure the guide is **inclusive** of all genders, sexual orientations, and family structures.
* Address **cultural and religious considerations** around reproductive health.
* Offer the guide in **multiple formats** (digital, print, audio) to enhance accessibility.

**Section 4: Addressing Workplace Culture and Stigma (5-7 mins)**

* Provide education on **reproductive health-related biases** and how they impact employees.
* Outline strategies for **managers and HR** to foster an open and supportive culture.
* Encourage **confidentiality** and psychological safety in reproductive health discussions.

**Conclusion (2-3 mins)**

* Summarize the key takeaways: Essential policies, clear structure, inclusivity, and cultural considerations.
* Reinforce the importance of having an accessible and evolving guide.
* Encourage learners to assess their current workplace policies and identify gaps.
* Provide the downloadable handout with actionable steps.

**Handout: Key Checklist for an Effective Reproductive and Fertility Health Guide**

✅ **Essential Policies:**

✅ **Clear Communication:**

✅ **Inclusivity and Accessibility:**

✅ **Workplace Culture and Stigma Reduction:**

Would you like additional case studies or interactive elements for this lesson?