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First official guidance from Britain's equalities watchdog...

# BOSSES MUST MAKE ALLOWANCES FOR MENOPAUSAL WOMEN

By **Martin Beckford**  
Policy Editor

**BOSSES** have been warned they risk breaching equality laws unless they allow menopausal women to wear cooler uniforms, and work from home on hot days.

The human rights watchdog also says today that women suffering from hot flushes or 'brain fog' should be given quiet rooms to rest in and have fans or air conditioning in their workplaces.

In its first guidance on the topic, the Equality and Human Rights Commission (EHRC) has told employers they must make allowances for female employees with severe symptoms, just as they do for those with disabilities.

They could also be found guilty of sex or age discrimination if they penalise staff for having to take time off when they are suffering. If they ridicule women for their problems, it may constitute harassment.

The EHRC says it will cost managers hundreds of thousands of pounds to defend such claims – as well as losing valuable employees.

Chairman Baroness Falkner said last night: 'We are concerned both by how many women report being forced out of a role due to their menopause-related symptoms and how many don't feel safe enough to request the workplace adjustments. An employer understanding their



**QUENTIN LETTS**  
on dramatic day  
**Mr Speaker**  
spectacularly  
self-destructed

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Apology: Sir Lindsay Hoyle presiding over a shambles in the Commons yesterday

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