# WHAT IS AN MHM-FRIENDLY WORKPLACE?

**An MHM-friendly workplace responds to menstruation-related concerns with compassion and respect. Such a workplace does the following:**

## Normalizes Menstruation

Menstruation can be an uncomfortable experience in an unsupportive workplace. Normalizing menstruation in the workplace means creating an environment where everyone can talk about their menstrual experience without discrimination.

## Supports MHM Awareness

To increase knowledge about MHM, the workplace can provide employees with factual information about menstruation and discourage rumors and misinformation.

## Ensures that Management is MHM-Friendly

Workplace managers and supervisors can create a work culture that addresses women's concerns and enables them to manage their menstruation without fear. MHM-friendly managers allow menstruating employees to see the nurse for related medical assistance, provide temporary assignments of lighter duties, and accommodate the need for breaks or time off for menstruation-related reasons.

## Addresses Employees' Concerns

All employees should be able to communicate openly and honestly with managers, supervisors, human resources, or the MHM Champion about their menstrual health concerns. Doing so can promote MHM-friendly practices, increase comfort levels for other women in the workplace, and improve overall productivity.

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