SUPPORTING MHM AT WORK

Who is an MHM ally?
An ally is someone who is willing to act with and for another person or group to achieve a common cause or purpose. Someone can also be an MHM ally in the workplace. Even those who don't experience menstruation can promote equality and support the needs of menstruating employees.

What is menstrual stigma?
It is stigma associated with menstruation. This stigma is deeply rooted in cultural taboos, social and religious beliefs, sexism (discrimination against women), and lack of information, which results in negative effects and unfair treatment of people who menstruate.

What is period shame?
This is when women feel or are made to feel embarrassed because they menstruate. No one should feel or be made to feel ashamed because of a natural process.

What is a myth?
A myth is a belief that many people have that isn't based on true fact.

Myth:
Women must bear their menstruation in silence - especially in the workplace!

Fact:
Menstruation is a natural process which can be kept private, but if employees want to talk about their menstrual experiences and needs, they should be able to do so freely. It is everyone's responsibility to create a culture of acceptance, respect, and kindness at work.

Myth:
Women employees are exaggerating when they say they have period pain.

Fact:
Women often experience pain when menstruating and may need medical assistance while they're at work. Some women may even need to go home, take a break from work, or be assigned lighter duties temporarily because of menstrual pain.

NOTE:
An MHM ally uses every opportunity to increase accurate knowledge about menstruation, communicate with respect, and show kindness to all colleagues. An ally commits to being part of the solution and not the problem.

USAID
FROM THE AMERICAN PEOPLE