

## MOTION

Menopause is a natural stage of life for millions of women in the United States. With increased life expectancy, the average woman may spend 40% of her life in some phase of menopause, and approximately 1.3 million women in the U.S. enter menopause each year.<sup>1</sup>

Menopause is a physiological transition with more than 80 recognized physical, cognitive, and emotional symptoms, and 80% of women<sup>2</sup> experience some combination of these effects. These symptoms can significantly impact the daily activities of these mid-life employees, who represent 20%<sup>3</sup> of the U.S. workforce, with negative impacts on job satisfaction and organization-wide productivity.<sup>4</sup>

Despite its prevalence, menopause remains stigmatized. A 2021 study published by the Society for Women's Health found that one in three employees concealed their symptoms at work, citing fear of judgment and general stigma around the topic. According to that same research, one in three menopausal people considered reducing their workload because of their menopause symptoms, and two in five employees either considered finding or found a new job.<sup>5</sup>

As an employer, the City of Los Angeles aspires to cultivate a diverse and inclusive workforce. Recognizing the impact of menopause on our city staff and fostering a supportive and accommodating environment is essential to delivering on that promise.

**I THEREFORE MOVE** that the Personnel Department, with support from other departments, the Chief Legislative Analyst and the City Administrative Officer, report back within 120 days on (1) how the City's leave and benefits policies can accommodate people experiencing menopause, including but not limited to ensuring menopause is made explicit in the City's allowance for sick leave ; (2) options to mandate training for supervisors on how to support employees experiencing menopause, and to make available menopause workplace resource guides for all city employees; and (3) practical workplace solutions and securing additional workplace accommodations, such as desktop fans or lighter-weight uniforms, to be made available to all employees as needed.

<sup>1</sup> <https://www.ncbi.nlm.nih.gov/books/NBK507826/>

<sup>2</sup> <https://womensmentalhealth.org/posts/the-immense-burden-of-menopausal-symptoms/>

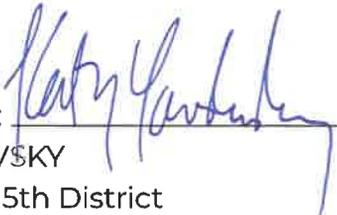
<sup>3</sup> [https://www.mayoclinicproceedings.org/pb-assets/Health%20Advance/journals/jmcp/JMCP4097\\_proof.pdf](https://www.mayoclinicproceedings.org/pb-assets/Health%20Advance/journals/jmcp/JMCP4097_proof.pdf)

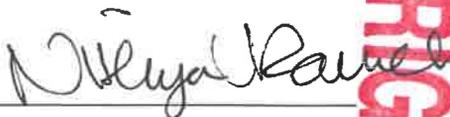
<sup>4</sup> [https://www.mayoclinicproceedings.org/article/S0025-6196\(23\)00112-X/abstract](https://www.mayoclinicproceedings.org/article/S0025-6196(23)00112-X/abstract). Impact of Menopause Symptoms on Women in the Workplace. Faubion, Stephanie S. et al. Mayo Clinic Proceedings, Volume 98, Issue 6, 833 - 845

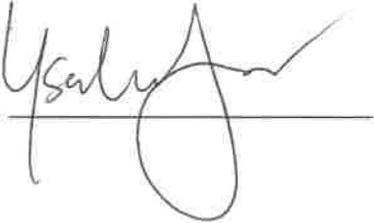
<sup>5</sup> <https://swhr.org/wp-content/uploads/2024/03/FINAL-Menopause-Workplace-Fact-Sheet-02012024.pdf>

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**I FURTHER MOVE** that the Civil and Human Rights + Equity Department, in partnership with the Commission on the Status of Women, (1) convene roundtables to be informed by city employees from a variety of career paths with lived experience of menopause, (2) research how other cities globally (including London and Melbourne) have taken action to better support employees and residents experiencing menopause, and (3) report back within 120 days, and iteratively thereafter, on how the City can better support their needs, as well as recommendations for fostering ongoing dialogue city-wide about menopause and its impacts; and (4) report back on the actions required for the City of Los Angeles to be officially accredited as a Menopause-Friendly Workplace.

PRESENTED BY:   
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Seconded by: 

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