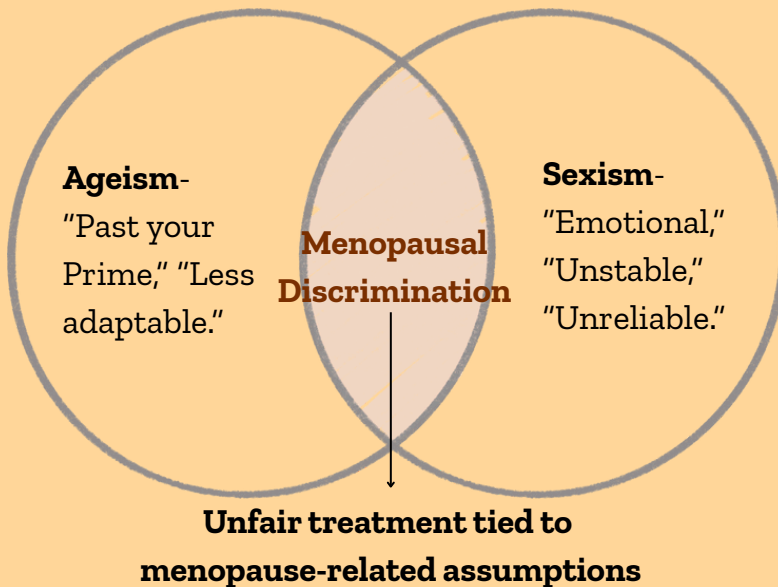




The Double Burden — Menopause, Age, and Gender Bias at Work

In the workplace, menopausal women often face compounded discrimination- where age and gender intersect to create unique barriers to fair treatment.

When Age & Gender Collide



The Workplace Reality

- Harassment example: A woman experiencing hot flashes is teased or harassed, creating a hostile work environment based on sex and age.
- Disciplinary action or dismissive response over need for reasonable accommodation request.
- Performance critiques rooted in ageist or gendered stereotypes.
- Overlooked for promotions or pushed out.
- Lack of policy or support systems, creating an institutional gender bias.



Silence Makes It Worse

Let's talk about menopause

Taboo around women's health prevents open dialogue and accommodations.
Reinforcing isolation and shame.

PHRA Protections

The Pennsylvania Human Relations Act prohibits discrimination on the basis of **Age (40+)** and **Sex** in education, employment, housing, commercial property, and public accommodations.

Pennsylvania law also **protects you from retaliation**. This means no one is allowed to take any action against you for filing a complaint, opposing unlawful activity, or helping with an investigation.

CREATING EQUITABLE WORKPLACES MEANS RECOGNIZING MENOPAUSE AS PART OF GENDER AND AGE EQUITY.

If you have experienced discrimination, file a complaint with the PHRC.

Visit www.pa.gov/agencies/PHRC or call 717- 787-4410 (717-787-7279 TTY)

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