

NYC IS COMMITTED TO MAKING WORKPLACES MORE WOMEN'S HEALTH FRIENDLY

RECOMMENDATIONS TO MAKING A WORKPLACE MORE WOMEN'S HEALTH FRIENDLY:



DEFINE 'WOMEN'S HEALTH' INCLUSIVELY

- For a workplace setting, 'women's health' should include care for women and all people who identify as women across ages and abilities
- This definition should consider the intersection of racial, social, economic and cultural factors that impact women's health, and center health disparities



PROMOTE A POSITIVE CULTURE AROUND WOMEN'S HEALTH

- Workplace settings should encourage conversations related to women's health, including topics on menstruation, menopause, maternal health, reproductive health, chronic diseases, and mental health



OFFER MENTORSHIP AND/OR PEER-TO-PEER OPPORTUNITIES FOR WOMEN TO CONNECT WITH ONE ANOTHER AT ALL LEVELS OF THE WORKPLACE

- Workplace settings should encourage culturally responsive and inclusive staff trainings (particularly for management and leadership) on women's health issues, such as menstruation, menopause, maternal health, reproductive health, chronic diseases, and mental health, including postpartum depression



MAKE RESOURCES ABOUT WOMEN'S HEALTH WIDELY AVAILABLE

- Workplace settings should ensure health care coverage information is accessible and clear on cost of services

Examples:

- Maternal health coverage resources
- Leave programs (i.e. Family and Medical Leave, Paid Family Leave, special programs like excused leave for screenings, child care leave, etc.)



REVIEW WORKPLACE POLICIES AND PRACTICES TO ENSURE THEY ARE FLEXIBLE TO THE HEALTH NEEDS OF WOMEN

Provide:

- lactation rooms (required by New York City Local Laws 185 and 186)
- facility guidance on how to acquire fans and/or change room temperature
- menstrual products in restrooms
- Build awareness of, and evaluate ease of applying for and receiving, reasonable accommodations for employees experiencing health related issues
- Build awareness of absent/sick leave policy



DEVELOP WORKPLACE HEALTH AND WELLNESS PROGRAMMING RELATED TO MENSTRUATION, MENOPAUSE, MATERNAL HEALTH, REPRODUCTIVE HEALTH, CHRONIC DISEASE, AND MENTAL HEALTH