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Hot Flashes, Cold Policies: Legal and Benefit Strategies for Menopause

SPEAKERS

Tracey E. Diamond | Emily E. Schifter | Lydia Parker

In this episode of *Hiring to Firing*, hosts Tracey Diamond and Emily Schifter confront a workplace issue that affects millions but is often ignored: menopause. Joined by psychotherapist, former attorney, and author Lauren Tetenbaum and employee benefits partner Lydia Parker, they discuss how perimenopause and menopause impact employees' health and workplace performance, and the stigma that keeps many suffering in silence. The conversation explores emerging legal developments and benefit strategies that support employees through this life stage, including specialized care, plan design considerations, and new protections. Tune in to learn how employers can move beyond taboo, retain experienced talent, and create a more inclusive workplace for those navigating menopause.

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