



PUBLIC POLL FINDINGS AND METHODOLOGY

Full Annotated Questionnaire

NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.

*NOTE: * = less than 0.5%, - = no respondents, NA = not applicable*

1. Approximately how many employees does your employer have, including yourself? Your best estimate will do.*

	Total N = 2,000
1 – Just myself	-
2 to 50	-
51 to 249	-
250 to 999	-
1,000 to 5,999	43%
6,000 to 9,999	14%
10,000 or more	43%

**Note, respondents had to work a company with 1,000 or more employees to qualify.*

2. Which of the following best describes your primary health insurance coverage? Select all that apply.

	Total
Through my employer or union-provided program	78%
I'm insured through my spouse's/partner's insurance	15%
From the federal Health Insurance Marketplace, also known as Healthcare.gov, or a state-run Health Insurance Marketplace	4%
Medicaid, through the government	3%
Veteran's Affairs (VA), Department of Defense, or other military programs	2%
Medicare, through the government	2%
I do not have any health insurance/coverage	1%
Other insurance / I don't know	**



PUBLIC POLL FINDINGS AND METHODOLOGY

3. How would you describe your menstrual cycle? Select one.

	Total
I no longer menstruate because I've reached menopause	44%
I have a regular menstrual cycle every month	29%
I have an irregular cycle, but have had a period in the past 12 months	11%
I have not had a menstrual period in the last 12 months for some other reason	8%
I am in early menopause, but I still have a period	7%
I have not had a menstrual period in the last 12 months due to pregnancy	**
I have never had a menstrual cycle	-

4. Do you view menopause as more of a life stage or medical issue?

	Total
Life stage	72%
Medical issue	5%
Both	24%

5. **[ASKED IF Q4 = BOTH]** If you had to choose between a life stage or a medical issue, which do you think menopause is more aligned with?

	Total N= 483
Life stage	71%
Medical issue	29%



PUBLIC POLL FINDINGS AND METHODOLOGY

6. **[ASKED IF PREMENOPAUSAL]** Please select each statement that represents your **feelings** towards menopause.

	Total N=1008
I worry it will affect my physical health	50%
I worry it will affect my mental health	43%
I worry that it will affect my personal relationships (with spouse, partner, family members)	31%
I feel prepared for it	22%
The thought of it scares me	20%
I worry about the stigma associated with menopause	19%
I worry how it will affect my work	18%
Other (Specify)	1%
I don't have any feelings toward menopause	16%

7. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** How long ago did you **start experiencing** menopausal symptoms?

	Total N=992
Within the last year	7%
1 year ago	6%
2 years ago	12%
3 years ago	11%
4 years ago	10%
5+ years ago	54%



PUBLIC POLL FINDINGS AND METHODOLOGY

8. Please indicate how much you agree or disagree with each of the following statements about menopause.

Total agree summary

	Total
There is a need for better education on menopause before, during and after it starts	81%
I understand how hormones affect multiple aspects of my health	74%
I am open to a range of solutions to help my menopausal symptoms [SHOWN IF PERIMENOPAUSAL OR POSTMENOPAUSAL N = 992]	70%
Menopause is generally stigmatized	60%
I am interested in tech innovations centered on identifying and managing menopause	59%
Menopause was/is/would be/could be disruptive to my personal life	57%
Finding helpful information about menopause is easy	52%
Menopause was/is/would be/could be disruptive to my work life	42%
The thought of menopause causes me stress	39%
Menopause is a taboo subject	37%
My employer recognizes the need for menopause related benefits	14%

- a. Menopause was/is/would be/could be disruptive to my work life

	Total
Strongly agree	10%
Somewhat agree	32%
Neither agree nor disagree	19%
Somewhat disagree	18%
Strongly disagree	18%
Don't know	3%
<i>Agree (Net)</i>	42%
<i>Disagree (Net)</i>	36%



PUBLIC POLL FINDINGS AND METHODOLOGY

b. Menopause was/is/would be/could be disruptive to my personal life

	Total
Strongly agree	17%
Somewhat agree	40%
Neither agree nor disagree	14%
Somewhat disagree	13%
Strongly disagree	14%
Don't know	2%
<i>Agree (Net)</i>	<i>57%</i>
<i>Disagree (Net)</i>	<i>27%</i>

8. Please indicate how much you agree or disagree with each of the following statements about menopause. *(Continued)*

c. The thought of menopause causes me stress

	Total
Strongly agree	11%
Somewhat agree	29%
Neither agree nor disagree	20%
Somewhat disagree	20%
Strongly disagree	20%
Don't know	1%
<i>Agree (Net)</i>	<i>39%</i>
<i>Disagree (Net)</i>	<i>41%</i>

d. Finding helpful information about menopause is easy

	Total
Strongly agree	17%
Somewhat agree	35%
Neither agree nor disagree	21%
Somewhat disagree	18%
Strongly disagree	6%
Don't know	3%
<i>Agree (Net)</i>	<i>52%</i>
<i>Disagree (Net)</i>	<i>24%</i>



PUBLIC POLL FINDINGS AND METHODOLOGY

- e. There is a need for better education on menopause before, during and after it starts

	Total
Strongly agree	48%
Somewhat agree	34%
Neither agree nor disagree	13%
Somewhat disagree	3%
Strongly disagree	2%
Don't know	1%
<i>Agree (Net)</i>	81%
<i>Disagree (Net)</i>	5%

- f. I understand how hormones affect multiple aspects of my health

	Total
Strongly agree	29%
Somewhat agree	45%
Neither agree nor disagree	12%
Somewhat disagree	10%
Strongly disagree	4%
Don't know	1%
<i>Agree (Net)</i>	74%
<i>Disagree (Net)</i>	14%

8. Please indicate how much you agree or disagree with each of the following statements about menopause. *(Continued)*

- g. I am interested in tech innovations centered on identifying and managing menopause

	Total
Strongly agree	25%
Somewhat agree	34%
Neither agree nor disagree	24%
Somewhat disagree	8%
Strongly disagree	8%
Don't know	2%
<i>Agree (Net)</i>	59%
<i>Disagree (Net)</i>	16%



PUBLIC POLL FINDINGS AND METHODOLOGY

- h. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** I am open to a range of solutions to help my menopausal symptoms

	Total N=992
Strongly agree	32%
Somewhat agree	38%
Neither agree nor disagree	18%
Somewhat disagree	6%
Strongly disagree	5%
Don't know	2%
<i>Agree (Net)</i>	70%
<i>Disagree (Net)</i>	11%

- i. Menopause is generally stigmatized

	Total
Strongly agree	23%
Somewhat agree	37%
Neither agree nor disagree	22%
Somewhat disagree	11%
Strongly disagree	5%
Don't know	2%
<i>Agree (Net)</i>	60%
<i>Disagree (Net)</i>	16%



PUBLIC POLL FINDINGS AND METHODOLOGY

8. Please indicate how much you agree or disagree with each of the following statements about menopause. *(Continued)*

j. Menopause is a taboo subject

	Total
Strongly agree	11%
Somewhat agree	26%
Neither agree nor disagree	19%
Somewhat disagree	23%
Strongly disagree	20%
Don't know	2%
<i>Agree (Net)</i>	37%
<i>Disagree (Net)</i>	42%

k. My employer recognizes the need for menopause related benefits

	Total
Strongly agree	6%
Somewhat agree	7%
Neither agree nor disagree	21%
Somewhat disagree	17%
Strongly disagree	30%
Don't know	18%
<i>Agree (Net)</i>	14%
<i>Disagree (Net)</i>	48%



PUBLIC POLL FINDINGS AND METHODOLOGY

9. Which of the following do you believe can be symptoms of menopause? Select all that apply. **[IF PERIMENOPAUSAL OR POSTMENOPAUSAL SHOW]** Please think about **all symptoms** that women could experience, not just the symptoms that you experienced.

	Total
Hot flashes	84%
Night sweats	80%
Vaginal dryness	73%
Mood changes	73%
Weight gain	71%
Sleep disturbance	69%
Irregular periods	66%
Fatigue	62%
Decreased libido	62%
Irritability	61%
Thinning hair	53%
Depression	52%
Anxiety	48%
Headaches	47%
Bloating	46%
Difficulty concentrating	44%
Memory lapses	41%
Breast soreness/tenderness	38%
Osteoporosis	36%
Stress incontinence	28%
Joint pain	28%
Brittle nails	27%
Muscle tension and aches	26%
Other digestive changes	25%
Dizzy spells	24%
Body odor	23%
Itchiness	19%
Irregular heartbeat	18%
Panic disorder	16%
Changes in taste	12%
Tingling extremities	12%
Allergies	7%
Electric shock sensations	6%
Burning mouth	6%
Other	**
None of the above	2%



PUBLIC POLL FINDINGS AND METHODOLOGY

10. [ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL] Now, which of these symptoms, if any, have you **experienced**? Select all that apply.

	Total N = 992
Hot flashes	65%
Night sweats	63%
Sleep disturbance	52%
Weight gain	51%
Fatigue	46%
Vaginal dryness	44%
Mood changes	42%
Irritability	38%
Decreased libido	38%
Irregular periods	31%
Thinning hair	30%
Anxiety	29%
Difficulty concentrating	28%
Bloating	27%
Headaches	26%
Memory lapses	23%
Depression	20%
Brittle nails	18%
Joint pain	17%
Muscle tension and aches	15%
Breast soreness/tenderness	14%
Stress incontinence	12%
Itchiness	11%
Other digestive changes	11%
Dizzy spells	10%
Irregular heartbeat	10%
Body odor	8%
Osteoporosis	8%
Panic disorder	5%
Tingling extremities	5%
Changes in taste	4%
Allergies	4%
Electric shock sensations	2%
Burning mouth	1%
Other	1%
Other from Known Menopause Symptoms	**
None of the above	5%



PUBLIC POLL FINDINGS AND METHODOLOGY

11. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** For the following questions, please consider the time when you **first started experiencing** menopausal symptoms. On a scale of 1 to 10 please state how strong your menopausal symptoms were/are on average.

	Total N=992
1 – not bad at all	5%
2	6%
3	11%
4	10%
5	15%
6	14%
7	17%
8	13%
9	5%
10 – extremely bad	4%
Prefer not to answer	1%

12. **[ASKED IF PREMENOPAUSAL OR POSTMENOPAUSAL]** How have your menopausal symptoms impacted the following parts of your life? Select one for each.

Total impact summary

	Total N=992
Sleep	79%
Mental health/mood	67%
Physical health	62%
Relationships with spouse/partner/family members	52%
Ability to focus on work	49%
Daily activities	47%
Career progression	23%



PUBLIC POLL FINDINGS AND METHODOLOGY

a. Career progression

	Total N=992
Extremely impactful	2%
Very impactful	7%
Somewhat impactful	14%
Not very impactful	29%
Not at all impactful	47%
Prefer not to answer	1%
<i>Impactful (Net)</i>	23%
<i>Not impactful (Net)</i>	76%



PUBLIC POLL FINDINGS AND METHODOLOGY

12. **[ASKED IF PREMENOPAUSAL OR POSTMENOPAUSAL]** How have your menopausal symptoms impacted the following parts of your life? Select one for each. *(Continued)*

b. Ability to focus on work

	Total N=992
Extremely impactful	5%
Very impactful	12%
Somewhat impactful	32%
Not very impactful	27%
Not at all impactful	23%
Prefer not to answer	**
<i>Impactful (Net)</i>	49%
<i>Not impactful (Net)</i>	50%

c. Relationships with spouse/partner/family member

	Total N=992
Extremely impactful	7%
Very impactful	12%
Somewhat impactful	33%
Not very impactful	22%
Not at all impactful	25%
Prefer not to answer	1%
<i>Impactful (Net)</i>	52%
<i>Not impactful (Net)</i>	47%

d. Sleep

	Total N=992
Extremely impactful	17%
Very impactful	29%
Somewhat impactful	34%
Not very impactful	13%
Not at all impactful	8%
Prefer not to answer	**
<i>Impactful (Net)</i>	79%
<i>Not impactful (Net)</i>	21%



PUBLIC POLL FINDINGS AND METHODOLOGY

e. Daily activities

	Total N=992
Extremely impactful	5%
Very impactful	10%
Somewhat impactful	32%
Not very impactful	32%
Not at all impactful	21%
Prefer not to answer	**
<i>Impactful (Net)</i>	47%
<i>Not impactful (Net)</i>	53%



PUBLIC POLL FINDINGS AND METHODOLOGY

12. **[ASKED IF PREMENOPAUSAL OR POSTMENOPAUSAL]** How have your menopausal symptoms impacted the following parts of your life? Select one for each. *(Continued)*

f. Mental health/mood

	Total N=992
Extremely impactful	9%
Very impactful	21%
Somewhat impactful	37%
Not very impactful	17%
Not at all impactful	15%
Prefer not to answer	**
<i>Impactful (Net)</i>	67%
<i>Not impactful (Net)</i>	33%

g. Physical health

	Total N=992
Extremely impactful	6%
Very impactful	14%
Somewhat impactful	43%
Not very impactful	22%
Not at all impactful	15%
Prefer not to answer	**
<i>Impactful (Net)</i>	62%
<i>Not impactful (Net)</i>	37%

13. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** Did you miss any days of work **due to your** menopausal symptoms? Select one.

	Total N=992
Yes, I went on a leave of absence	2%
Yes, a few days here and there as needed	17%
No, I haven't missed any days	79%
I was not working when I first started experiencing menopausal symptoms	2%

14. **[ASKED IF WENT ON LEAVE OF ABSENCE AT Q13]** Are you still on leave due to your menopausal symptoms?

	Total N=17**
Yes	**
No	**

**Note, base size too low to report data



PUBLIC POLL FINDINGS AND METHODOLOGY

15. **[ASKED IF MISSED ANY DAYS OF WORK DUE TO SYMPTOMS AT Q13]** On average, how many days per year did you miss of work due to your menopausal symptoms? Insert a whole number.

Mean summary

	Total Sample N=189
Mean days missed per year	8.42

16. **[ASKED IF RETURNED TO WORK AFTER A LEAVE OF ABSENCE AT Q13-Q14]** When you returned to work, did you return to the same job?

	Total N=10**
Yes, same job which was equally as rewarding as before I left	**
Yes, same job which was better/more rewarding than before I left	**
Yes, same job which was not as rewarding/hurt my career aspirations compared to the time before I left	**
No, different job which was equally rewarding	**
No, different job that was better/more rewarding	**
No, different job which was not as rewarding/hurt my career aspirations	**

**Note, base size too low to report data

17. **[ASKED IF RETURNED TO WORK AFTER A LEAVE OF ABSENCE AT Q13-Q14]** How did this time away from work affect your pay when you returned?

	Total N=10**
Pay was the same	**
Pay was less	**
Pay was more	**



PUBLIC POLL FINDINGS AND METHODOLOGY

18. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** Which of the following best describes your working situation when you first **started experiencing** menopausal symptoms?

	Total N=992
Always work in the office	69%
Always work remote (at home/virtual)	13%
Hybrid work (mix of in office and remote)	18%

19. Which of the following best describes your **current** work situation?

	Total N=2,000
Always work in the office	46%
Always work remote (at home/virtual)	25%
Hybrid work (mix of in office and remote)	29%

20. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** What sort of impact has menopause had on your overall work life? Select one.

	Total N=992
Extremely negative impact	2%
Somewhat negative impact	17%
Slight negative impact	32%
No impact	49%

21. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** As a reminder, please think about the time when you **started experiencing** menopausal symptoms. Did/do you feel comfortable talking about your menopausal symptoms at work? Select one.

	Total N=992
Yes	43%
No	58%



PUBLIC POLL FINDINGS AND METHODOLOGY

22. **[ASKED IF ANSWERED NO AT Q21]** Why did/do you not feel comfortable talking about your menopausal symptoms at work? Select all that apply.

	Total N=567
It feels too personal	80%
I fear other will perceive me as old	32%
It's embarrassing to talk about my body	28%
I don't want peers/colleagues to treat me any differently	23%
I fear I won't be as respected by male peers/colleagues	18%
I fear my peers/colleagues will not think I can do my job well	16%
I fear what others will think of me	9%
Other (specify)	10%



PUBLIC POLL FINDINGS AND METHODOLOGY

23. **[ASKED IF ANSWERED YES AT Q21]** To what degree, if at all, did/do you feel comfortable talking about your menopausal symptoms with the following people at work? Select one for each.

Total comfortable summary

	Total N=425
A few colleagues I'm close with	95%
Those I work with regularly	89%
My manager	64%
Anyone at work	52%
Almost anyone at work	50%
HR	46%

a. Anyone at work

	Total N=425
Extremely comfortable	8%
Very comfortable	12%
Somewhat comfortable	32%
Not very comfortable	33%
Not at all comfortable	15%
<i>Comfortable (Net)</i>	52%
<i>Not Comfortable (Net)</i>	48%

b. Almost anyone at work

	Total N=425
Extremely comfortable	7%
Very comfortable	14%
Somewhat comfortable	29%
Not very comfortable	33%
Not at all comfortable	17%
<i>Comfortable (Net)</i>	50%
<i>Not Comfortable (Net)</i>	50%

c. Those I work with regularly

	Total N=425
Extremely comfortable	18%
Very comfortable	35%
Somewhat comfortable	36%
Not very comfortable	7%
Not at all comfortable	4%
<i>Comfortable (Net)</i>	89%



PUBLIC POLL FINDINGS AND METHODOLOGY

<i>Not Comfortable (Net)</i>	11%
------------------------------	-----

23. **[ASKED IF ANSWERED YES AT Q21]** To what degree, if at all, did/do you feel comfortable talking about your menopausal symptoms with the following people at work? Select one for each.
(Continued)

d. A few colleagues I'm close with

	Total N=425
Extremely comfortable	29%
Very comfortable	41%
Somewhat comfortable	26%
Not very comfortable	4%
Not at all comfortable	1%
<i>Comfortable (Net)</i>	95%
<i>Not Comfortable (Net)</i>	5%

e. My manager

	Total N=425
Extremely comfortable	11%
Very comfortable	21%
Somewhat comfortable	32%
Not very comfortable	20%
Not at all comfortable	16%
<i>Comfortable (Net)</i>	64%
<i>Not Comfortable (Net)</i>	36%

f. HR

	Total N=425
Extremely comfortable	9%
Very comfortable	13%
Somewhat comfortable	25%
Not very comfortable	26%
Not at all comfortable	28%
<i>Comfortable (Net)</i>	46%
<i>Not Comfortable (Net)</i>	54%



PUBLIC POLL FINDINGS AND METHODOLOGY

24. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** Which of the following, if any, have you ever discussed your menopausal symptoms with? Select all that apply.

	Total N=992
A few colleagues I'm close with	51%
Those I work with regularly	19%
My manager	14%
Anyone at work	3%
HR	3%
Almost anyone at work	2%
None of the above	39%
Prefer not to answer	1%

25. Which word **best** describes the culture in your organization/company when it comes to talking about menopause? Select one.

	Total
Supported	13%
Comfortable	12%
Dismissive	10%
Taboo	8%
Respected	7%
Misunderstood	5%
Stigmatized	4%
I don't know	41%

26. **[ASKED IF PREMENOPAUSAL]** What gender is your direct manager? **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** Thinking about when your menopausal symptoms started, what gender was your direct manager?

	Total N = 2,000
Male	37%
Female	63%
Another gender	**

27. How responsible do you feel your employer should be in addressing the impact of menopause in the workplace? Please insert a whole number.

Mean summary

	Total
% My employer's responsibility	30%
% Not my employer's responsibility	70%



PUBLIC POLL FINDINGS AND METHODOLOGY

28. Which of the following benefit programs/accommodations do you have access to through your employer? Select all that apply.

	Total
HSA (Health Savings Account)/FSA (Flexible Savings Account)	60%
Family leave	58%
Maternity leave	54%
EAP (employee assistance programs)	47%
Virtual/remote work options	38%
Flexible work schedule	35%
Mom's room (a room specific for pumping)	26%
Specific medical services, therapies as part of company sponsored health insurance	25%
Education programs/trainings for managers	23%
Hormone replacement therapy covered by health insurance plan(s)	19%
Referral services for elder care, child care, menopause, etc.	16%
Reimbursement for home office supplies/equipment	12%
Access to menopause health professionals	10%
Menopause policy (time off / flexible work arrangements, etc.)	7%
Menopause awareness sessions	6%
LSA (Lifestyle Savings Account) with menopause related services approved use	4%
Cooling rooms	3%
Other (Specify)	**
None of the above	9%



PUBLIC POLL FINDINGS AND METHODOLOGY

29. Which of the following benefit programs/accommodations have you used? Select all that apply.

	Total
HSA (Health Savings Account)/FSA (Flexible Savings Account)	35%
Virtual/remote work options	28%
Flexible work schedule	24%
Maternity leave	15%
Family leave	14%
EAP (employee assistance programs)	12%
Specific medical services, therapies as part of company sponsored health insurance	9%
Education programs/trainings for managers	9%
Reimbursement for home office supplies/equipment	8%
Mom's room (a room specific for pumping)	4%
Hormone replacement therapy covered by health insurance plan(s)	4%
Access to menopause health professionals	3%
Menopause policy (time off / flexible work arrangements, etc.)	3%
Menopause awareness sessions	2%
Referral services for elder care, child care, menopause, etc.	2%
LSA (Lifestyle Savings Account) with menopause related services approved use	1%
Cooling rooms	1%
Other (Specify)	**
None of the above	29%



PUBLIC POLL FINDINGS AND METHODOLOGY

30. Which of the following benefit programs/accommodations would you like to see offered by your employer? Select up to 3.

	Total
Menopause policy (time off / flexible work arrangements, etc.)	31%
Flexible work schedule	23%
Hormone replacement therapy covered by health insurance plan(s)	20%
Access to menopause health professionals	19%
Menopause awareness sessions	17%
Virtual/remote work options	15%
Specific medical services, therapies as part of company sponsored health insurance	15%
Reimbursement for home office supplies/equipment	14%
Referral services for elder care, child care, menopause, etc.	11%
LSA (Lifestyle Savings Account) with menopause related services approved use	10%
Cooling rooms	10%
Education programs/trainings for managers	7%
Family leave	5%
HSA (Health Savings Account)/FSA (Flexible Savings Account)	5%
EAP (employee assistance programs)	5%
Mom's room (a room specific for pumping)	3%
Maternity leave	3%
None of the above	14%

31. Thinking about the benefit programs/accommodations your employer offers, regardless of your needs associated with menopause, would you... Select one for each.

	Total	
	Recommend my employer as a great place to work	Recommend products and services offered by my employer
Yes	73%	73%
No	27%	27%



PUBLIC POLL FINDINGS AND METHODOLOGY

32. How would your feelings about your employer change if they offered more support for women going through menopause? Select all that apply.

	Total
Feel more supported by company	49%
I wouldn't feel any different about my employer	31%
Feel more connected to the company	30%
Feel more confident working for the company	28%
Feel more heard by the company	28%
Feel more inclined to advance my career with the company	17%
Other	1%

33. **[ASKED IF PERIMENOPAUSAL OR POSTMENOPAUSAL]** Approximately how much have you paid out-of-pocket for menopause related costs (e.g. hormone replacement therapy, etc.)? Insert your best estimate in a whole number.

Mean summary

	Total N=992
Mean amount spent	\$416.54

34. How do you feel about your current financial situation? Select the statement that most accurately describes you.

	Total
I can cover my expenses with my household income, and sometimes I have extra money	28%
I can cover my expenses with my household income, and usually I have extra money	23%
I can easily cover my expenses with my household income, and I always have extra money	22%
It is a challenge to cover my expenses with my household income	20%
I require extra support/assistance beyond my household income to cover expenses	7%



PUBLIC POLL FINDINGS AND METHODOLOGY

35. **[ASKED IF HAVE ACCESS TO MENOPAUSE BENEFITS/ACCOMODATIONS AT Q28]** Earlier you mentioned having access to menopause related benefits. Which of the following ways, if any, has having this type of care had a **positive** impact on... Select all that apply.

	Total N=578
My access to menopause related benefits has not impacted my work	42%
My ability to bring my best self to work	40%
My ability to competently do my job	31%
My ability to deal with co-workers effectively	22%
My ability to get promoted/move up in the company	13%

36. **[ASKED IF SUBJECT DOES NOT HAVE ACCESS TO MENOPAUSE BENEFITS/ACCOMODATIONS AT Q28]** Earlier you mentioned not having access to menopause related benefits. In which of the following ways, if any, has not having this type of care had a **negative** impact on... Select all that apply.

	Total N=1995
My access to menopause related benefits has not impacted my work	57%
My ability to bring my best self to work	29%
My ability to competently do my job	15%
My ability to deal with co-workers effectively	14%
My ability to get promoted/move up in the company	8%



PUBLIC POLL FINDINGS AND METHODOLOGY

About the Study

These are some of the findings from a Bank of America poll in partnership with the National Menopause Foundation, conducted between February 21st to March 8th, 2023, with data collection by Ipsos. For this survey, a sample of 2,000 women ages 40-65 from the continental U.S., Alaska, and Hawaii were interviewed online in English. Additionally, respondents needed to be employed full-time at a company with 1,000 or more employees and have had a menstrual cycle.

The sample for this study was randomly drawn from Ipsos' online panel (see [link](#) for more info on "Access Panels and Recruitment"), partner online panel sources, and "river" sampling (see [link](#) for more info on the Ipsos "Ampario Overview" sample method) and does not rely on a population frame in the traditional sense. In order to estimate the population characteristics of this audience as it relates to age, region, marital status, race, ethnicity, income, education, sexual orientation, and menopause life stage, the study utilized balanced clicks. Balanced clicks attempt to estimate these population characteristics by ensuring that respondents that click into the survey are representative of the U.S. population on known characteristics from the U.S. Census, helping to set demographic quotas while in field, and providing an estimate of the expected completes for a given demographic group. Posthoc weights were made to the population based on the estimated population characteristics determined from the balanced clicks. These include age, region, marital status, race, ethnicity, income, education, sexual orientation, and menopause life stage.

Statistical margins of error are not applicable to online non-probability polls. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error and measurement error. Where figures do not sum to 100, this is due to the effects of rounding. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of plus or minus 2.7 percentage points for all respondents. Ipsos calculates a design effect (DEFF) for each study based on the variation of the weights, following the formula of Kish (1965). This study had a credibility interval adjusted for design effect of the following (N=2,000, DEFF=1.5, adjusted Confidence Interval=+/- 4.2 percentage points).

For more information on this news release, please contact:

Molly Youngquist
Vice President, US
MSU
Molly.Youngquist@ipsos.com



PUBLIC POLL FINDINGS AND METHODOLOGY

About Ipsos

Ipsos is one of the largest market research and polling companies globally, operating in 90 markets and employing over 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. Our 75 solutions are based on primary data from our surveys, social media monitoring, and qualitative or observational techniques.

Our tagline "Game Changers" sums up our ambition to help our 5,000 customers move confidently through a rapidly changing world.

Founded in France in 1975, Ipsos has been listed on the Euronext Paris since July 1, 1999. The company is part of the SBF 120 and Mid-60 indices and is eligible for the Deferred Settlement Service (SRD). ISIN code FR0000073298, Reuters ISOS.PA, Bloomberg IPS:FP www.ipsos.com