

Go With The Flow: Embracing and Supporting Menstrual Needs in Tech

Amy Roberts-Hoad

Engineering Manager at **olio**

Let's Get In Sync

Menstrual Cycle

Menstruation / Period

Premenstrual Syndrome (PMS)

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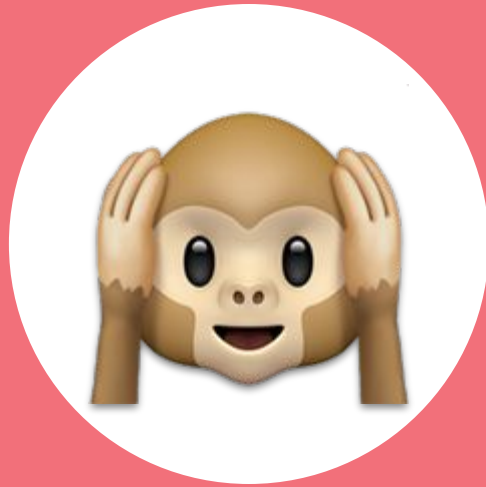
Addressing the Discomfort



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25%

never talk openly about their periods at work

89%

have experienced anxiety or stress at work due to their period

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have never taken time off for period pain

28%

pretending to take time off work for other reasons

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50%
of women in tech
will leave by age 35

How Can We Support?



The Practical Bits

Provide Menstrual Products



Flexible Work and Time Off



Safe Space for Sharing



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Removing the Stigma

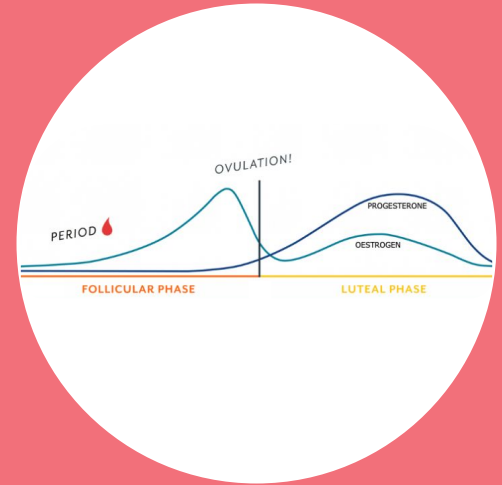
Normalise the Conversation



Hire Diverse Teams



Education



Removing the Stigma

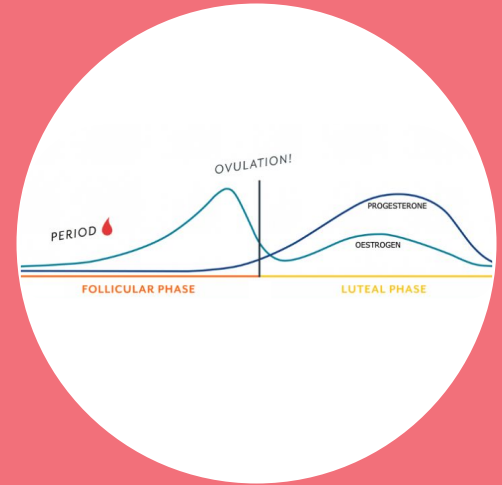
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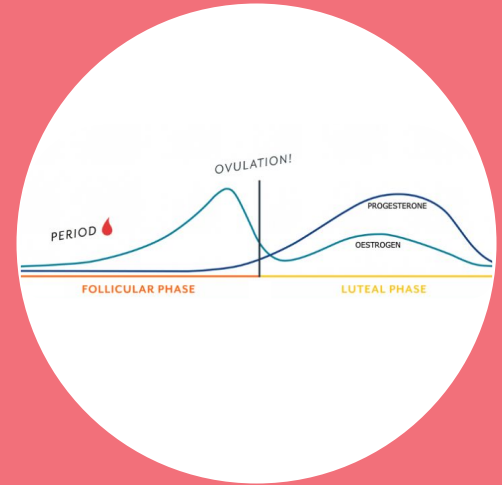
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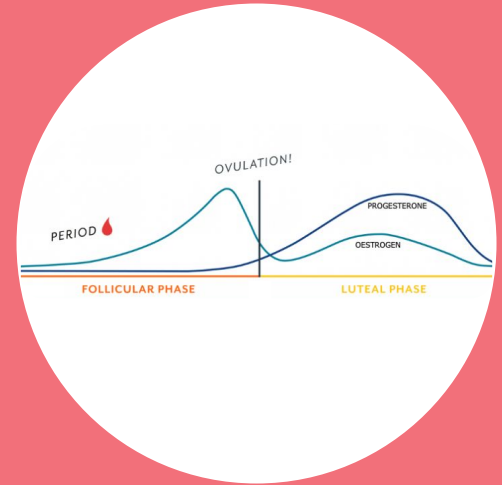
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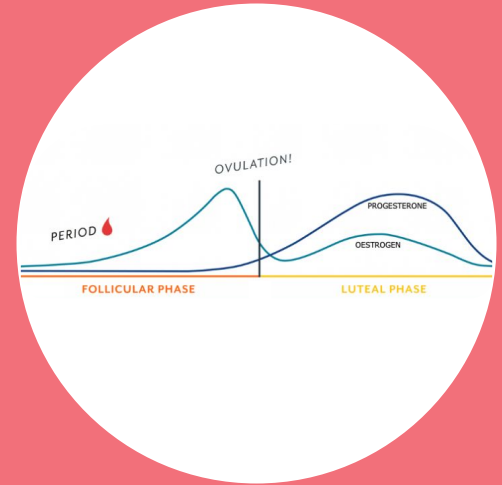
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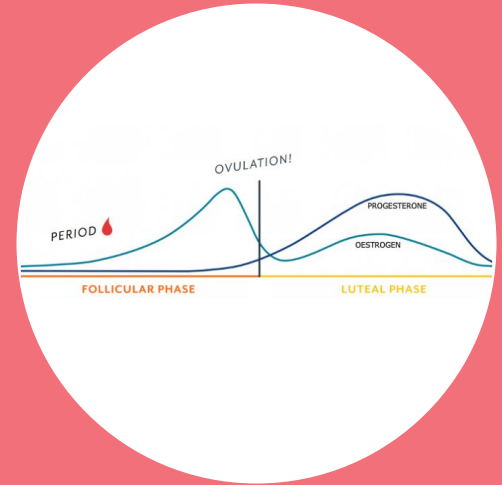
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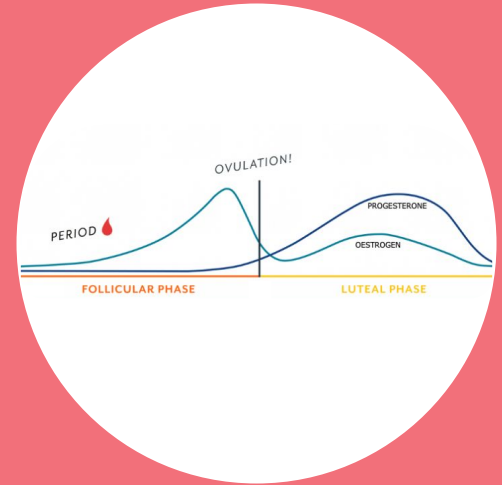
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Thank you

References

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 - [Bloody Good Period Workplace Study](#)
- 89% have experienced anxiety or stress at work due to their period
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- 65% have never taken time off for period pain
 - [YouGov Research](#)
- 28% pretending to take time off work for other reasons
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- 50% of women in tech will leave by age 35
 - [Accenture Research](#)