

Rhode Island's New Menopause Accommodation Law: Key Employer Insights

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On June 24, 2025, Rhode Island became the first state to require reasonable accommodation for menopause-related conditions. The Rhode Island legislature amended the state's Fair Employment Practices Act's requirement that employers reasonably accommodate an employee's or applicant's condition related to pregnancy, childbirth, and related medical conditions. Now, employers with four or more employees must also accommodate menopause and related medical conditions unless doing so would impose an undue hardship on business operations.

Key Requirements

Reasonable Accommodation

Upon request, employers must provide reasonable accommodation for current employees or applicants experiencing menopause or related conditions. This includes accommodation to manage vasomotor symptoms, such as "hot flashes" and "night sweats." Additionally, employers are prohibited from denying employment opportunities based on an individual's need for such accommodation.

Notice and Posting Requirements

Employers must:

- Display an updated written notice in the workplace informing employees of their rights concerning menopause and related medical conditions.
- Provide written notice of these rights to new employees at the start of their employment.
- Notify any employee who reports experiencing pregnancy or menopause-related conditions within 10 days of receiving such notification.

Next Steps for Employers

Employers should review their existing handbook policies to incorporate the new requirements for menopause accommodation. Managers and HR professionals should be trained to recognize and respond to accommodation requests related to menopause and related medical conditions. Finally, employers should ensure that all employees are informed of their rights under the new law through the required notices and postings.