

Supporting colleagues with endometriosis

Every March, Endometriosis Awareness Month takes place around the world. But do you know what endometriosis is and how it can affect people's quality of life? Here, you'll find information and advice for yourself, or to support someone you know with the condition.

At <insert company> we want everyone to feel their best at work. That means making sure you have the support around you to help you live well with endometriosis.

What is endometriosis?

Endometriosis happens when cells similar to those in the lining of your womb, appear in other parts of the body, such as the ovaries or fallopian tubes. When you have your period, these cells can build up and break away. This causes painful inflammation in surrounding tissues.

What are the symptoms of endometriosis?

- Heavy periods.
- Extreme fatigue.
- Pain in your lower tummy, pelvis, thighs or back.
- Pain during or after sex.
- Difficulty getting pregnant.
- Becoming depressed due to long-term pain.

Symptoms of endometriosis can vary. Some people may not experience any noticeable symptoms.

What can we do to help?

Here's what Samantha Wild, Women's Health Clinical Lead at Bupa, has to say:

"About one in every ten women has endometriosis; it's as common as diabetes. Yet many people have not heard of it. Menstrual problems are still difficult for many people to discuss and the average time from developing symptoms to diagnosis can be up to eight years. As a result, many women stay undiagnosed and unsupported. 95% of people with endometriosis report it has had a negative impact on their wellbeing. 38% are concerned about losing their job because of these effects.

"It's vital that colleagues are supported so they can reach their full potential. We can start by normalising the conversation within the workplace, raising awareness and reducing the stigma around endometriosis. Listen sensitively to what an individual needs to help them manage their symptoms and show that you take them seriously."

Where to get support

Bupa has a range of support to help you manage symptoms of endometriosis. Check with <insert manager/HR representative> to see what's available to you.

As your employer, we want to make sure you're getting the support you need at work. Speak with <insert manager/HR representative> to see what we can do to help you.

You have access to Bupa's endometriosis toolkit that's filled with advice, information and resources.

You'll also find a wealth of support on [Bupa's website](#) and [health information page](#). For further information see [Endometriosis UK](#).

Source: Parliamentary Party Group on Endometriosis Inquiry Report 2020 - Endometriosis in the UK: time for change