

LEGAL UPDATE

Illinois Adopts Workplace Protections for Menopause



On Aug. 7, 2026, Illinois passed the [Illinois Menopause Equity and Care Act](#) (Act). The Act amends the Illinois Human Rights Act (IHRA) to prohibit employers from discriminating against individuals for menopause-related conditions and to require employers to provide reasonable accommodations for menopause-related conditions, among other requirements. The Act takes effect **Jan. 1, 2027**.

Discrimination Protections

The IHRA prohibits Illinois employers with one or more employees from discriminating against individuals due to their protected trait (e.g., race, color, religion, national origin, age, sex, disability and pregnancy). The Act amends the definition of “pregnancy” to include menopause-related conditions, defined as perimenopause, menopause, and associated medical or symptomatic conditions (e.g., vasomotor symptoms, sleep disruption, cognitive or mood changes, and osteoporosis-related changes). Therefore, employers will also be prohibited from discriminating on the basis of an individual’s menopause-related condition.

Reasonable Accommodation Requirements

The IHRA also requires covered employers to provide reasonable accommodations for an individual’s pregnancy, childbirth or related medical condition unless doing so imposes an undue hardship on the employer. The Act extends this requirement to individuals with menopause-related conditions. The Act also adds flexible schedules or modified work hours and temperature- or climate-adjusted workspaces to its list of potential reasonable accommodations.

Notice Requirement

The IHRA requires employers to post a notice in a conspicuous location and their employee handbook concerning an employee’s rights under the law. The Act will require the poster to include the right to reasonable accommodations for menopause-related conditions.

Next Steps for Employers

Prior to the Act’s effective date, employers may consider reviewing and revising existing antidiscrimination and reasonable accommodation policies and updating employee handbooks and notices. Employers may also monitor the Illinois Department of Human Rights [website](#) for an updated poster.