



# State of Rhode Island COMMISSION FOR HUMAN RIGHTS

180 Westminister Street, Providence, RI 02903 – Tel. 401-222-2661

---

## **TESTIMONY**

BILL NO.: 2025 H 6161  
BILL TITLE: An Act Relating to Labor and Labor Relations – Fair Employment Practices  
PRIMARY SPONSOR: Representative Alzate  
COMMITTEE: House Labor  
DATE: 4/9/25

### ***The Rhode Island Commission for Human Rights (“Commission”) supports this bill.***

The Commission is the state’s primary antidiscrimination law enforcement agency charged with investigating allegations of discrimination in employment, housing, public accommodations, credit and delivery of services. The Commission enforces the Fair Employment Practices Act.

This bill would amend the Fair Employment Practices Act to provide that employers could not discriminate against employees because of menopause and would be required to accommodate employees’ conditions related to menopause. While the Commission did not ask that this bill be introduced, the Commission supports it.

Approximately half of the population will at some point experience menopause. As it primarily affects those in mid-life, it occurs when employees are often in the prime of their work life. Under current law, if a person were harassed or treated adversely because they were in menopause, they could file a charge of discrimination based on sex and age. However, almost all court cases have declined to find that menopause is a disability, so in most cases, employers are not currently obliged to accommodate symptoms of menopause. This bill would address that gap. To ask employers to make minor adjustments to deal with the symptoms of menopause is helpful to both employers and employees as it assists productivity.

The Commission does not see this bill as an unsustainable burden. In a recent survey of Commission staff, staff did not report receiving inquiries or charges relating to menopause. Rhode Island has often been a leader with respect to protecting employees, and this bill would continue that course.

For these reasons the Commission urges passage of this bill.

**Commission contact: Commissioner Cynthia Hiatt, 222-2663.**