

2024

## 2024 Campaign Questionnaire

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# 2024 MENSTRUAL JUSTICE CANDIDATE QUESTIONNAIRE



Menstrual Policies and The Bar (“MP and The Bar”) advocates for law and policy that removes systemic barriers related to menstruation and related conditions.\* MP and The Bar believes that elected officials and other leaders must both talk about these biological processes and support people who experience them. It also believes that the next President must help advance a clear, national policy strategy to destigmatize the menstrual cycle, eradicate menstruation-related barriers, and otherwise improve menstrual justice.

Menstrual justice refers to the recognition and cessation of discrimination, humiliation, and indignities that result because someone menstruates, is in perimenopause, menopause, or related conditions. Although menstruation and related conditions are natural, many menstruators feel shame and embarrassment due to engrained stigma, inadequate facilities, and lack of available menstruation-related education or accommodations. Menstruators are also subject to discrimination and harassment, including being disciplined at work or school, related to one’s period or being subject to derogatory comments from customers, colleagues, supervisors, and others related to menstruation.

In raising awareness of these harms and the role of law in minimizing or eradicating them for the over 800 million people who currently menstruate daily, as well as the 1.3 million people who enter menopause every year, MP and The Bar hopes to work together to improve public policy to enhance menstrual dignity and safer and just environments for all menstruators.

This questionnaire asks about your campaign’s positions on using law and policy to address the harms menstruators face daily. Responses may be shared publicly.

MP and The Bar looks forward to learning about how you and your campaign plan to advance menstrual justice moving forward.

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\*Menstruation and related conditions includes menstruation, menstrual cycle, menstrual hormone fluctuations or pain, premenopause, perimenopause, menopause, and related conditions, such as fibroids, endometriosis, and polycystic ovarian syndrome (“PCOS”).

## MENSTRUATION AND WORK

Current and former menstruators have been denied workplace accommodations such as time off to secure products or address pain, bathroom breaks, access to toilet facilities that allow for private addressing of expected and unexpected symptoms including unexpected bleeding or heavy menstrual flow, or wellness rooms that allow for private addressing of symptoms including cramps, hot flashes and other vasomotor symptoms. They also have been fired, demoted, harassed, and humiliated at work because they menstruate or because of symptoms related to menstruation and related conditions.

This section asks about position(s) related to addressing menstruation at work.

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### 1. Do you believe that the law should protect people from discrimination at work based on menstruation and related conditions?

- Yes       No       Undecided

#### a. If you answered yes, please mark which of the following you would include in your platform:

- Protections from termination and discipline based on menstruation and related conditions;
- Protections from name-calling and derogatory comments based on menstruation and related conditions;
- Protections from adverse job actions being taken based on stereotypes and assumptions about menstruators generally or the menstrual cycle specifically;
- Preventing employers from surveilling employees' use of breaks, time off, and other accommodations to address menstruation and related conditions;
- Preventing employers from seeking menstrual tracking data or information from an applicant or employee about the date of their last menstrual period;
- Other: \_\_\_\_\_

### 2. Do you believe that the law should offer people a right to accommodations at work to address menstruation and related conditions?

- Yes       No       Undecided

#### a. If you answered yes, please mark which of the following you would define that right to include:

- A range of menstrual products available in women's restrooms;
- A range of menstrual products available in gender neutral restrooms;
- A range of menstrual products available in men's restrooms;
- Access to menstruation friendly restrooms (i.e., restrooms at work that contain disposal bins, products, running water, privacy, security, and offer dignity);
- Access to menstruation friendly restrooms without adverse employment actions;

- Access to wellness rooms (i.e., spaces at work that offer a place to relax during a break);
- Access to wellness rooms without adverse employment actions;
- Breaktime to address menstruation and related conditions;
- Time off for menstruation and related conditions (i.e., one day of paid time off per month to be taken during one's period);
- Flexible scheduling to address menstruation and related conditions;
- Access to temperature control (as available);
- Access to the ability to use water bottles or fans;
- Access to uniform modifications;
- Other: \_\_\_\_\_

**3. As President, would you support broad enforcement of the following laws related to menstruation and related conditions, including guidance that clarifies how the underlying law addresses menstruation and related conditions:**

	YES	NO	UNDECIDED
<u>The Pregnant Workers Fairness Act</u> ("PWFA"), which requires covered employers to provide reasonable accommodation to a worker's known limitations related to pregnancy, childbirth, or related medical conditions such as menstruation and related conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Title VII of the Civil Right Act of 1964</u> ("Title VII"), which protects applicants and employees from employment discrimination based on categories that intersect with menstruation and related conditions such as race, color, religion, sex, pregnancy, childbirth, and related conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>The Age Discrimination in Employment Act</u> ("ADEA"), which prohibits employment discrimination against persons 40 years of age or older.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>The Americans with Disabilities Act</u> ("ADA"), which prohibits discrimination based on disability and requires covered employers to provide reasonable accommodations for menstruation-related conditions that meet the definition of disability, unless doing so would impose an undue hardship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>The Family Medical Leave Act</u> ("FMLA"), which requires some employers to provide job protected time off for menstruation and related conditions that constitute serious health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>The Occupational Safety and Health Act</u> ("OSHA"), which requires employers to provide a workplace environment that is free from recognized harms and to offer regular access to toilets, running water, and waste bins.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. If you would like to provide additional information about your answers above, or share other ways you plan to address menstrual justice at work in your platform, please do so here:

## **MENSTRUATION AND SCHOOL**

Many schools lack curricula that include education on menstruation and related conditions, causing a lack of understanding and empathy for menstruation, and leading to bullying and harassment in schools and society writ large. Additionally, students are generally required to ask permission to use the restroom during class and it may be embarrassing for a young student to carry a menstrual product in public or publicly ask a teacher to attend to their period. Further, colleges and universities are not structured in ways that support the needs of students (or staff) experiencing (peri)menopause. As a result, many students skip school, class, or school-sponsored activities to avoid harm such as having embarrassing leaks that may lead to bullying, infections, or other negative effects.

This section asks about position(s) related to addressing menstruation at school.

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**5. Do you believe that the law should protect people from discrimination at school and during school-related activities based on menstruation and related conditions?**

Yes       No       Undecided

**6. Do you support enforcing Title IX of the Educational Amendments of 1972 (“Title IX”), which prohibits discrimination based on sex in education programs and activities that receive federal financial assistance, to cover discrimination on the basis of menstruation and related conditions?**

Yes       No       Undecided

**7. Do you support providing federal grants aimed at increasing access to menstrual products at school and school-sponsored activities?**

Yes       No       Undecided

**8. Do you support providing federal grants aimed at increasing education about menstruation and related conditions for schools and other educational institutions that receive public funding?**

Yes       No       Undecided

**9. Would you impose any limitations on those grants, such as based on grade, sex-segregation of instruction, or other factors?**

Yes       No       Please explain: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**10. Do you support the Department of Education developing best practices for schools to use in discussing menstruation and related conditions with students?**

Yes       No       Undecided

**11. Do you support conditioning federal funds to educational institutions on a requirement that schools do not collect data or require students to provide information about their last menstrual periods to participate in activities like sports?**

Yes       No       Undecided

**12. If you would like to provide additional information about any of your answers above, or share other ways you plan to address menstrual justice in educational settings, please do so here:**

## **MENSTRUATION AND INCARCERATION OR DETENTION**

Many menstruators who are incarcerated or detained face humiliation, health consequences and other indignities because of the way menstruation and menopause are addressed. For example, menstruators in carceral settings may experience a lack of access to menstrual products, laundry facilities, soap and showers, toilets, pain medicine, or menstrual health related medical care. Additionally, both detained individuals and visitors who menstruate face dignitary harm because of the way menstruation policies are addressed in carceral settings. For example, some policies force menstruators to be strip searched and remove their menstrual products in front of others without providing replacements.

This section asks about position(s) related to addressing menstruation in carceral spaces.

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**13. Do you support policies that provide improved access to menstrual products for people who are detained?**

Yes       No       Undecided

**14. Do you support policies that provide improved access to toilets, showers, and soap for people who are detained?**

Yes       No       Undecided

**15. Do you support policies that aim to protect the dignity of people who are detained by minimizing the use of strip searches and removal of menstrual products without replacement?**

Yes       No       Undecided

**16. Do you support policies to improve access to menstrual-health related information and medical care in carceral spaces?**

Yes       No       Undecided

**17. If you would like to provide additional information about any of your answers above, or share other ways you plan to address menstrual justice in carceral or detention settings, please do so here:**

## **SUPPORTING MENSTRUATION IN YOUR PLATFORM**

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**18. Which of the following substantive areas will be addressed in your platform?**

- Menstruation-related barriers related to work;
- Menstruation-related barriers related to education;
- Menstruation-related barriers related to the detention of individuals;
- Menstruation-related barriers related to health research;
- Menstruation-related barriers related to obtaining health care;
- Menstruation-related barriers that exist in government or government-funded facilities;
- Menstruation-related barriers related to military service;
- Menstruation-related barriers related to USAID and related humanitarian assistance;
- Menstruation-related barriers related to Peace Corps service;
- Menstruation-related barriers related to waste management through the Resource Conservation and Recovery Act ("RCRA");
- Menstruation-related barriers related to toxic or harmful chemicals used in menstrual products;
- Using gender-neutral language when referring to people who experience menstruation and related-conditions;
- Allowing employees to use their Health Savings Accounts ("HSAs") to pay for menstrual products and for treatment of menstrual related conditions without limiting other reproductive healthcare availability;
- Other: \_\_\_\_\_
- None of the above

**19. Proposed legislation would offer protection to many individuals based on menstruation and related conditions. As President, would you sign the following pending bills into law if enacted by Congress?**

**YES      NO      UNDECIDED**

The Menstrual Equity for All Act, which seeks to expand access to menstrual products for individuals across a range of locations including schools and universities, workplaces, and carceral facilities, and through existing federal programs.

          

The Menopause Research and Equity Act, which requires the Director of the National Institute of Health to conduct and support ongoing research related to menopause and perimenopause.

          

The Menstrual Product and Intimate Care Product Safety Act, which requires the National Institute of Health to support research on the extent to which ingredients in menstrual and intimate care products pose health risks to people who use the products.

          

The Servicewomen and Veterans Menopause Research Act, which requires the Secretary of Defense and the Secretary of Veterans Affairs to conduct or fund research related to menopause, perimenopause, and mid-life health regarding women who are members of the Armed Forces or Veterans.

          

The Uterine Fibroid Research and Education Act, which expands research and takes other action to address uterine fibroids, which may cause pain, heavy menstrual bleeding, and reproductive issues.

          

The Period PROUD Act, which provides additional funding to provide menstrual products to low-income individuals.

          

The Delivering Integral, Rehabilitating, Empathetic, Comprehensive and Targeted Care for the Homeless Act, which conditions receipt of federal funding on providing menstrual products in shelters, among other things.

          

The Women in Criminal Justice Reform Act, which requires the Bureau of Prisons to ensure that all incarcerated women have access to basic standards of health care specific to their needs and develop and implement gender responsive training for its officers and employees.

          

The My Body, My Data Act, which seeks to protect the privacy of personal reproductive or sexual health information by minimizing the collecting, retaining, using, and disclosing of such information by regulated entities.

          

**20. Has your campaign used the words menstruation, perimenopause, menopause, or other terminology about related conditions?**

Yes       No



**21. Has anyone from your campaign spoken publicly on related topics?**

Yes       No

**22. Does your campaign have a non-discrimination policy that clearly applies to discrimination on the basis of menstruation and related conditions?**

Yes       No

**23. Does your campaign provide menstrual products for your staff?**

Yes       No

**24. Does your campaign provide menstrual products for members of the public who attend campaign events?**

Yes       No

**25. If you would like to provide additional information about any of your answers above, or share other ways you plan to address menstrual justice in your campaign, please do so here:**

**26. Is there any other information you would like to share with MP and The Bar about how you or your campaign currently--or in the future--plans to support people with lived experiences of menstruation and related conditions?**

**Thank you for your time and consideration.**

**MP and The Bar is available as a resource to discuss further supporting current and former menstruators and embedding menstrual justice into your campaign. Please return this to MP and The Bar at [mpandthebar@gmail.com](mailto:mpandthebar@gmail.com), and reach out with any questions or to discuss menstrual justice further.**

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**\*This signature attests that the information provided in this questionnaire accurately represents the views of the candidate.**

**Name of Candidate:** \_\_\_\_\_

**Name of Person Filling Out Questionnaire:** \_\_\_\_\_

**Position of Person Filling Out Questionnaire:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Campaign Phone:** \_\_\_\_\_

**Website:** \_\_\_\_\_