

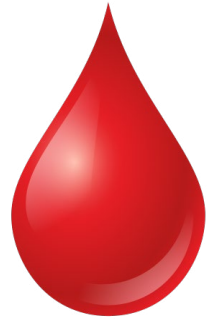
The Period Status Guidebook



A little guide that explains when and how to use each emoji and how to react if a colleague uses it. Please remember, using these emoji is always a personal choice.



On my Period



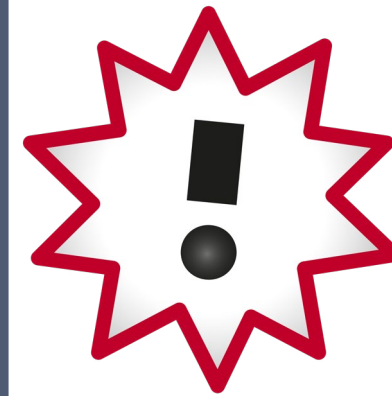
Why use this emoji?

Periods have been stigmatized, and we want this status to change that. By including this emoji in your status update at work, you can disclose that you're on your period, without having to say anything. This blood drop, proposed by Melissa Thermidor and Francis Mason, and designed by Aphee Messer, was approved by the Unicode Consortium in 2019.

What does it mean if someone uses this emoji?

Periods are a completely personal experience that affects everyone differently. For some people, having their period may impact how they perform at work compared to how they usually would. For example, some people might be kept up at night with intense cramps, making them tired the next day. If you see someone using this status, you may want to ask that person if they feel well or need some extra support, as they might want to take things a bit slower than usual. Remember, if someone has used this status, it doesn't mean they want to discuss it.

In Pain



Why use this emoji?

For most people, the first one or two days of their period can be particularly painful, with intense cramping, back pain, nausea, and headaches. For people with endometriosis or uterine fibroids, these effects can be even more intense. You may not want to take time off work each month, but you may want to take things a little slower and put less pressure on yourself when you're in pain.

What does it mean if someone uses this emoji?

It's important to remember that the pain and side effects of being on a period are completely natural and will recur monthly for a lot of people. Be particularly mindful that needing a break from period pain doesn't mean that this person is ill, and team leaders should remember that being ill and having your period can happen at the same time. Respect that a person with this status has turned up to work, but they just might not perform their best.

Not my Day



Why use this emoji?

PMS, or premenstrual syndrome, is a group of symptoms that occur in the days before a period. Common symptoms include mood swings, tender breasts, food cravings, fatigue, and irritability. Just like a period, PMS can impact a person's ability to do everyday tasks at their usual level. Remember that cisgender women aren't the only people who get PMS. Nonbinary people and trans men can get periods too, and trans women can have PMS symptoms without menstruating.

What does it mean if someone uses this emoji?

Not everyone who has PMS experiences PMS in the same way. If someone is using this status, they are openly telling the team that it's simply not their day and they might perform differently. Always take the time to ask what their needs are and be mindful about the workload you give them.

Camera Off



Why use this Emoji?

There are many reasons why a person might need to turn their camera off, and this has been particularly true since working from home has increased during the COVID-19 pandemic. This status can be used for lots of things, including periods.

What does it mean if someone uses this emoji?

Do not assume that if someone has their camera off they are not engaged in the conversation. Continue to address them and ask for their input in team meetings. Remember that the person might not want to disclose why their camera is off — if you see the status, be respectful of that and don't force the person to open up.

DO's and DONT's

 On my period

Clear after: This week

Do

- Ask your colleague if there is anything you can do to help, especially if you notice that they are less responsive than usual.

Don't

- Pressure people into using this emoji. It's an entirely personal subject and not everyone will want to disclose if they are on their period.
- Comment on or track the frequency of someone's cycle. Cycle regularity is not the same for everyone, and each cycle can vary, so people may not want to use this emoji every time they have their period.

 Not my day


Clear after: Today

Do

- Ask your colleague if there is anything you can do to help, especially if you notice that they are less responsive than usual.

Don't

- Overwhelm your colleague with work tasks that might be emotionally draining.
- Make assumptions about what a person with this status is experiencing.

 In Pain - Need a Break

Clear after: 1 hour

Do

- Respect the person's time.
- Acknowledge that you saw the person's status.

Don't

- Ask them about their pain unless they bring it up.
- Judge their level of pain based on how they look. Pain is different for everyone, and many people have become used to masking period pain.
- Put this person under additional pressure during the time they are in pain

 Camera Off Day

Clear after: Today

Do

- Address the person in video call meetings as if they had their camera on, so they aren't left out.

Don't

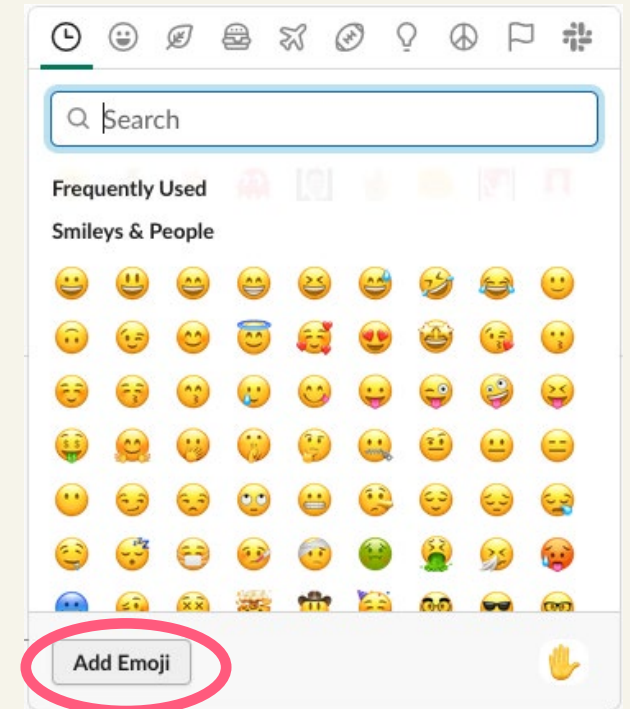
- Ask someone why their camera is off. The person has changed their status for a reason and should only disclose why if they feel comfortable doing so.

How to Install

[Click here for instructions on how to add these emoji to your Slack channel.](#)

Or head to the Slack webpage and search for "Add customised emoji to your workplace"

(Please note: This will only need to be done by one person in your company. Once the emojis are uploaded, they will be available to all employees.)





Add emoji

Custom emojiEmoji packs

Your custom emoji will be available to everyone in your workspace. You'll find it in the custom tab of the emoji picker. (Hint: it's the one with the Slack icon!)

1. Upload an image
Square images under 128KB and with transparent backgrounds work best. If your image is too large, we'll try to resize it for you.





camera_off_day_emoji.png

Upload Image

2. Give it a name
This is also what you'll type to add this emoji to your messages.

:camera_off_day_emoji:

CancelSave