



WHAT EMPLOYERS NEED TO KNOW WHEN AN EMPLOYEE HAS CANCER



Above all else...

...remember that each cancer journey is different, and every person will have different reactions and preferences. Don't make assumptions, and always keep lines of communication open.

Reasons an employee may work during treatment

- ✔ A sense of normalcy
- ✔ Financial reasons or insurance coverage
- ✔ Can still perform duties

Laws to keep in mind

- FMLA** Federal law governing employers' requirements for medical leave
 - ADA** Federal law preventing discrimination based on disability (cancer and remission are both considered disabilities)
- State medical leave or temporary disability laws

Things your employee may not tell you about cancer treatment

- Mental health issues: Guilt, low self-esteem, isolation, feeling vulnerable, PTSD
- Side effects: Fatigue, memory challenges, pain, heart problems, bone loss, brain changes
- Fears: Recurrence or second cancer, financial stress, being vulnerable or dependent

Accommodations employers can offer

- ✦ Flexible schedules for appointments and rest
- ✦ Remote work for additional flexibility and for immunocompromised employees
- ✦ Paid medical leave and prescription coverage
- ✦ Modified responsibilities as needed
- ✦ Wellness programs: cancer screenings, health fairs, partnerships with community orgs & cancer centers

Don't forget about caregivers!

Caring for a loved one with cancer comes with its own stressors & support needs.

What your employee may ask about

- ? The employer's policies and the employee's legal rights
- ? How to balance work & treatment
- ? If management is trained on supervising someone with a cancer diagnosis

Resources

Cancer Survivorship employer guide

<https://online.flippingbook.com/view/48119/>

American Cancer Society HR Tip Sheet

<https://www.cancer.org/content/dam/cancer-org/online-documents/en/pdf/flyers/cancer-in-the-workplace-hr-tip-sheet.pdf>

US Dept. of Labor - Workplace Protections for Individuals Impacted by Cancer

<https://www.dol.gov/agencies/whd/fmla/workplace-protections-for-individuals-cancer>