



EDUCATIONAL SERIES FOR HEALTHCARE PROFESSIONALS

2018

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Please note that participants who "listen-in" on another participant's line will NOT be eligible for credit.
3. Within **2 WEEKS** of this session:
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***An email with links to the evaluation and post-test will be sent no later than Friday, March 30, 2018, 5:00 PM ET.**

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SPEAKERS

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*Director of Programs,
Cancer and Careers*

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TRIAGE
CANCER

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WHERE TO START

Key Topics:

- Decisions about whether to work
- Americans with Disabilities Act (ADA)
- Disclosure and privacy issues
- Online brand and social media use

INSTITUTE OF MEDICINE REPORT - 2005

FROM CANCER PATIENT TO CANCER SURVIVOR: LOST IN TRANSITION

- **Identified key elements that should be included in a Survivorship Care Plan:**
 - Specific tissue diagnosis and stage;
 - Initial treatment plan and dates of treatment;
 - Toxicities during treatment;
 - Expected short- and long-term effects of therapy;
 - Late toxicity monitoring needed;
 - Surveillance for recurrence or second cancer;
 - Who will take responsibility for survivorship care;
 - **Psychosocial and vocational needs**; and
 - Recommended preventive behaviors/interventions.

INSTITUTE OF MEDICINE REPORT - 2007

CANCER CARE FOR THE WHOLE PATIENT: MEETING PSYCHOSOCIAL HEALTH NEEDS

Psychologic al and soc ial problems c reated or exac erbated by c anc er, including:

- depression and other emotional problems;
- lack of information or skills needed to manage the illness;
- lack of transportation or other resources; and
- disruptions in **work**, school, and family life

c ause additional suffering, weaken adherenc e to presc ribed treatments, and threaten patients' return to health.

LIVESTRONG SURVEY - 2010

- 98% of cancer survivors experienced the physical (i.e., pain), emotional (i.e., emotional distress) and practical (e.g., financial, employment) concerns of post-treatment survivorship
- ***Only 20% of those survey received help with their practical concerns***
- Alarmingly, the number of people NOT getting care for physical, emotional or practical concerns increased between 2006 and 2010

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WHY INCORPORATE CLINICAL “LEGAL” ASSESSMENT?

From the health care professional perspective:

- 77% of oncology social workers and nurses surveyed by Triage Cancer (2013-2014) said it was important to include employment issues in distress screening tools

From the patient perspective:

- Patients don't know what they don't know
 - Overwhelmed
 - Don't think the healthcare team can help, so they don't bring it up
 - More likely to be offhand comments
 - Privacy concerns, embarrassed by financial issues

INCORPORATING CLINICAL “LEGAL” ASSESSMENTS

Open-ended questions

- What type of insurance do you have?
- What type of work do you do?
- Do you have any concerns about working through treatment or taking time off?
- Do you have questions about your insurance coverage?
- Are you concerned about disclosing your diagnosis at work, at school, or to other people in your life?
- What is your family environment like?
- Do you have a strong support system?

*Cancer and Careers checklist

RESEARCH: WORK & CANCER

- Nearly 50% of cancer survivors are of “working age” (Stergiou-Kita, et al., 2014)
- Cancer survivors are 1.4 times more likely to be unemployed than individuals without health concerns. *(de Boer, et al., 2011)*
- 20% of cancer survivors still report work limitations affected by cancer-related problems 1-5 years after diagnosis *(Work & Cancer Survivors)*
- In 2016, EEOC received 890 cancer discrimination claims = 3.2% of overall disability claims *(www.eeoc.gov/eeoc/statistics/enforcement/ada-receipts.cfm)*

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CASE STUDY: JAMES

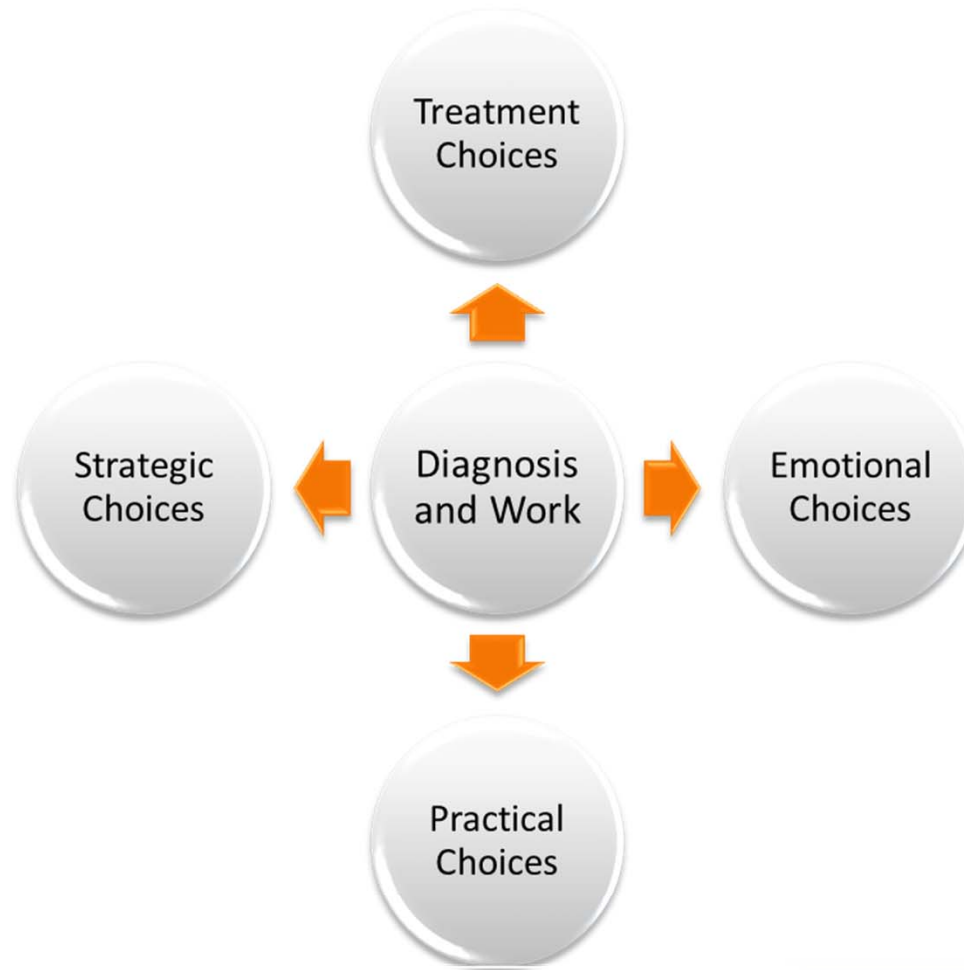
- James was diagnosed with cancer. He has been a truck driver for a large shipping company for 10 years.
- James is married with three kids and he knows that he needs to work to pay his family's bills and his family has health insurance coverage through his employer.
- He isn't sure about whether or not he has any employee benefits, because he hasn't taken a vacation or sick day in five years.
- He is not sure of his treatment schedule yet, but his doctor told him that he will need surgery and mentioned something about chemotherapy and radiation.
- *What should James be thinking about?*

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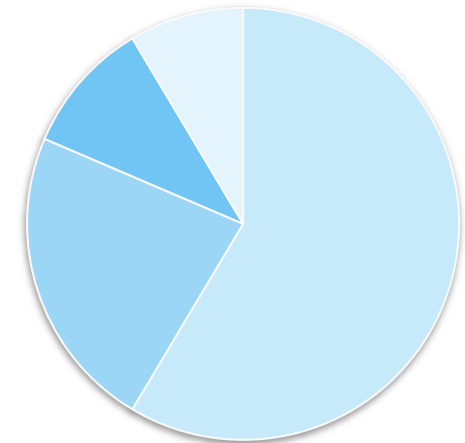
DIAGNOSIS/WORK DILEMMA



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TO WORK OR NOT TO WORK

- How will treatment affect work and schedule?
- What are job demands, physical and mental?
- How flexible is the work environment?
- Can accommodations be made?
- What are the financial and health insurance concerns?
- How is identity connected to work?
- Have career priorities changed?



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INFORMATION NEEDS

Medical and Treatment Info

- Treatment Options
- Timeline
- Potential Side Effects
- Mitigation Strategies

Work Info

- Insurance Support
- Company Policies and Culture
- Workplace Flexibilities
- Job Demands

Legal Info

- Federal & State Laws
- Medical Leave
- Disability Insurance
- Health Insurance

PATIENT / HEALTHCARE TEAM COMMUNICATION

- Open and forthcoming
- Discuss job, including schedule and demands
- Discuss priorities for returning to work
- Share concerns about treatment and side effects that impact ability to work
- Disclosure and medical certification

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EMPLOYMENT RIGHTS

Fair Employment Laws

- Americans with Disabilities Act (ADA)
- Rehabilitation Act of 1973
- State Fair Employment Laws
 - Discrimination protections for patients and caregivers
 - Reasonable Accommodations for patients

Leave Laws

- Federal Family & Medical Leave Act (FMLA)
- State Leave Laws

Employment & Union Contracts

EMPLOYER POLICIES

- Employee Benefits
 - Health/dental/vision insurance
 - Short-term and/or long-term disability insurance
 - Life and/or accidental death insurance
- Other Benefits
 - Sick time
 - Vacation time or paid time off (PTO)
 - Pool of donated hours
 - Flex time/job sharing/telecommuting
 - EAP and financial counseling programs
- Medical Leave Process
- Reasonable Accommodation Process



THE WHOLE PICTURE

Workplace Culture & Employer Policies

Federal Law

State Law

Employment Contracts

**Finances & Insurance Coverage:
Health, Disability, Life, etc.**

1

2

3

4

5

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AMERICANS WITH DISABILITIES ACT TITLE I

Eligibility

- Private employers with 15 or more employees & State/Local Governments
 - Note: Federal employees covered by Rehabilitation Act of 1973 (similar to ADA)
 - ADA does not apply to tribal employers
- Be a “qualified individual”
 - “Can perform essential functions of the job with or without a reasonable accommodation”
- Have a disability under the ADA’s definition

AMERICANS WITH DISABILITIES ACT

Definitions

- Disability:
 - “A physical or mental impairment that substantially limits one or more major life activities”
- Major life activity
 - Eating, breathing, speaking, walking
 - ADA Amendments: concentrating, thinking, sleeping, operation of major bodily functions
 - Predictable assessments: cell growth

AMERICANS WITH DISABILITIES ACT

4 ways to use the ADA:

1. Currently
2. History
3. Regarded
4. Association

Applies to all phases of the employment process

Benefits:

- Protection from Discrimination (1 - 4)
 - Employers can't make employment-related decisions based on medical information
- Reasonable Accommodations (1 & 2)

REASONABLE ACCOMMODATIONS

More to come:

Educational Series for Healthcare Professionals:

WORKING THROUGH TREATMENT

THURSDAY, APRIL 26, 2018 - 12:00 PM ET/ 9:00 AM PT

Triage Cancer Quick Guide to Reasonable Accommodations:

<http://tragecancer.org/QuickGuide-ReasonableAccommodations>

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STATE FAIR EMPLOYMENT LAWS

- Similar to ADA
- But, can be more protective in 3 ways
 1. Broader definition of disability
 - Ex: CA, IA, IL, NY, WA, WI
 2. Specifically list cancer as a potential disability
 - Ex: CA, ME, OH, VT
 3. Cover employers with fewer than 15 employees

EMPLOYER SIZE - STATE FAIR EMPLOYMENT LAWS

1	2	3	4	5	6	8	9	12
AK HI IL ME MI MN MT NJ ND SD VT VA WI	CO WY	CT	IA KS NM NY OH PA RI	CA ID	MA MO NH OR	KY TN WA	AR (but 15 for RA's)	WV

***If state is not listed, it requires 15 employees**

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EDUCATION RIGHTS

– Individuals with Disabilities in Education Act (IDEA)

- Ages 3-21 (K-12)
- 13 qualifying disabilities
 - autism, deaf/blind, deafness, hearing impaired, mental retardation, multiple disabilities, orthopedic impairment, serious emotional disturbance, specific learning disabilities, speech or language impairment, traumatic brain injury, visual impairment including blindness, and other health impairment
- Who require special education services because of the disability in order to receive an appropriate education.

– Section 504 of Rehabilitation Act of 1973

- K-12 and college/grad schools who receive federal funds
- Broader definition of disability

<http://CancerFinances.org>

CASE STUDY: ANN

- Ann is 38 years old. When she was 27, she was diagnosed with cancer. She participated in a local Relay for Life and was interviewed by the local newspaper about her survivor experience.
- She is now in the midst of changing jobs and she Googled herself to see what was out there. The local newspaper is now online and it comes up when she searches for her name.
- She is worried about a potential employer finding out about her cancer history because of this article.
- *What options does Ann have?*

DISCLOSURE RIGHTS

Disclosure Rights

Generally, not required, but may need to disclose *some* information to use . . .

- ADA's discrimination protections
- Reasonable accommodations
- Medical leave

Do you have to disclose a cancer diagnosis?

<http://trriagecancer.org/QuickGuide-Disclosure>

DISCLOSURE RIGHTS

Employers or prospective employers can ask:

Pre-offer

- Can you perform essential functions of the job?
- How will you perform essential functions of the job?

Post-offer

- Disability-related inquiries or medical exams, regardless of whether related to job, but only if same for all employees entering same job category

Employed

- Any disability-related inquiry or medical exam, ONLY if job-related and consistent with business necessity
- Ex: airline pilot, school bus driver, police officer, etc.

CASE STUDY: DANIELA

- Daniela is 38 and was diagnosed with cancer earlier this week. She has worked at a large department store for 3 years. She is using sick time to take time off work for her surgery next week and to recover. She is waiting to hear if she will also need chemotherapy.
- She is concerned about sharing her diagnosis at work. Her supervisor is not very supportive and a co-worker was let go shortly after her husband had a heart attack. She is worried that she might be treated differently or even fired if they find out she has cancer.
- While Daniela is a private person, her mother is addicted to Facebook. Daniela shared her diagnosis with her mother, and soon after her mother posted on Facebook that Daniela has been diagnosed with cancer. Within a few hours, Daniela started receiving phone calls and had to explain her diagnosis to each caller, which left Daniela feeling exhausted and worried that her employer would find out.
- *What should Daniela be thinking about?*

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RESEARCH: SOCIAL MEDIA & HEALTH

- More than 75% of Americans use social media to research their symptoms
- 90% of 18–24 year olds likely to share health information through social media
- 45% of 45–64 year olds would be likely to share via social media, while 56% would be likely to engage in health activities

PWC Health Research Institute Survey – April 2012



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RESEARCH: SOCIAL MEDIA & DISCLOSURE

SOCIAL MEDIA HAS CHANGED THE RULES OF PRIVACY FOR ALMOST EVERYONE.

7 IN 10 (71%) working cancer survivors use social media weekly or more often.



78% of social media users (85% of working cancer survivors) most commonly use social media to stay connected with family and friends.

ABOUT HALF (51%) of survivors using social media also post to social media weekly or more often.

WHILE 90% of working survivors disclosed their diagnosis to someone at work, only **ONE-THIRD (34%)** of social media users have disclosed their diagnosis online.

NEWS TRAVELS

NEARLY 1 IN 5 (19%) survivors who use social media were at least somewhat concerned about their employer discovering their cancer diagnosis on social media.

NEARLY 1 IN 5 (18%) survivors who revealed their diagnosis on social media said it had a negative impact on their career.*

NEARLY 1 IN 6 (16%) said they *regret* posting information about their diagnosis.*

(Cancer and Careers/Harris Poll 2016)

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EMPLOYERS GOOGLE

60% Employers Use Social Media to Screen Job Candidates



- 32% found information that caused them to hire a candidate
- 41% use social networking sites to research current employees
- 32% use search engines to check up on current employees
- 26% have found content online that has caused them to reprimand or fire an employee

Source:

<http://thehiringsite.careerbuilder.com/2016/04/28/37823/>

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ONLINE PRIVACY

A GUIDE TO FACEBOOK'S PRIVACY OPTIONS

◆ Turn on **Secure Browsing** to help prevent eavesdroppers from reading your Facebook posts or stealing your password.

◆ Adjust your **Security Settings** to protect your Facebook account.

◆ For extra protection, turn on **Login Approvals** to have Facebook send a special security code to your mobile phone whenever you try to login to Facebook from a new device. If someone steals your Facebook password they will not be able to login without this code.

◆ Visit the **Apps settings** to limit the amount of information each app can access and also make sure apps don't post on your timeline if you don't want them to. If you don't want your friends to see what your apps are posting, change the **Posts on your behalf** setting to **Only Me**. Also pay attention to the **Apps others use settings**, which control the information about you that Facebook will provide to apps that your friends use, even if you don't use those apps. Disable **Instant Personalization** if you don't want Facebook to share your information with partner websites.

◆ Visit the **Ads settings** to control the use of your name or picture in ads. If you don't want your name to appear in ads for products you've liked, set **Ads & Friends** to no one.

◆ These icons are used throughout Facebook to control who can see your information. For example, they control who can see the information on your profile and timeline.

◆ Check to find out who can see your posts before you click the Post button, and click on the icon to change your settings. Consider limiting your posts to Friends. If you make your posts visible to Public or Friends of Friends, thousands of people might see them.

◆ Only accept friend requests from people you know. If you are friends with some people you don't know very well, consider adding them to your Acquaintances list and setting your sharing settings to Friends except Acquaintances.

◆ Click the lock icon in the top right corner to access Facebook's **Privacy Shortcuts**.

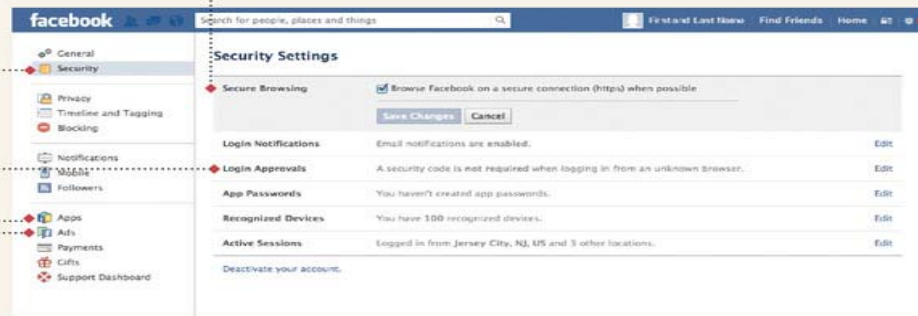
◆ Click here to configure who can see your future posts, see where you've been tagged, and find out what other people can see on your timeline.

◆ You can change the settings for who sees your future posts here, but be careful: if you change your settings for an individual post, your settings will change for all future posts unless you change the settings again.

◆ Click here to access **timeline and tagging settings**, **app privacy settings** and more. For example, if you've previously shared some posts too widely, use the **Limit the audience for posts you've shared with friends or public** option to change the sharing setting to Friends for all your past posts.

◆ If you like or comment on a post, your comment will be seen by the friends of the person who posted it or a wider audience, depending on that person's privacy settings.

◆ Click the gear icon to access **Account Settings**, where you will find additional privacy-related settings.



ONLINE PRIVACY

- MyLifeLine or CaringBridge
 - Opt into highest level of privacy
 - Consider who you want to be part of this community
 - Think before you share posts from these sites to other social media
- List serves or Facebook groups may not have adequate privacy – ask!
- Review privacy policies for any website you are sharing personal info on

CAC Maintaining Online Privacy Document

<http://www.cancerandcareers.org/en/privacydocument>

ONLINE DISCLOSURE

- Make conscious disclosure decisions
 - Then communicate those decisions
 - What are other people saying about you?
- Long-term impact
- Relationships & dating
- “Friending” health care professionals



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OTHER DIGITAL DIRT

Be prepared to deal with:

- Volunteer gigs & jobs in the cancer community (and what they might say about you)
- Fundraising sites
- Background & credit checks
- Employer access to voicemail, email, etc.
- Google searching at work
- Social media password laws

Triage Cancer Chart of State Laws

<http://trriagecancer.org/statelaws>

BUILDING A PROFESSIONAL ONLINE BRAND

- Google yourself
- Use popular social media websites to strategically increase your online presence
 - LinkedIn
 - Instagram
 - Twitter
 - Pinterest
- Set up a professional webpage or blog
- Delete old posts that no longer represent your interests
 - Though they may still exist somewhere in the online space, they become harder to find
- Think deliberately about what you post
 - Would I want a boss — current or future — or coworkers to know this?
 - Would I want this on the front page of a newspaper (or the homepage of my favorite news site)?
 - Would I want my grandmother or mother to see this?
 - Archived Patient Webinar: *Disclosure, Privacy & Online Brand*
<http://www.cancerandcareers.org/en/community/videos/bwc-2016/2016-webinar-online>

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TOP TAKEAWAYS

1. Patients should communicate with their health care team and vice versa
2. Patients should gather information about deciding to work through treatment or take time off
3. Patients should think through disclosure

TRIAGE CANCER RESOURCES

- Educational Blog (<http://TriageCancer.org/Blog>)
- Events (<http://TriageCancer.org/Events>)
 - Triage Cancer Conferences
 - Ypsilanti, MI ~ May 5, 2018 (**Travel Scholarship Deadline – 5/31**)
 - Reno, NV ~ September 22, 2018
 - Lewiston, ME ~ October 27, 2018
- Cancer Survivorship Webinar Series (<http://TriageCancer.org/Webinars>)
- Resources (<http://TriageCancer.org/Resources>)
 - Quick Guides
 - State Resource Contact Information
 - International Resources
 - Links to Partner Publications
- CancerFinances.org



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UPCOMING ACCREDITED WEBINARS

Educational Series for Healthcare Professionals*:

- **WORKING THROUGH TREATMENT** - THURSDAY, APRIL 26
- **TAKING TIME OFF** - THURSDAY, MAY 24
- **RETURNING TO WORK** - THURSDAY, OCTOBER 25
- **HEALTH INSURANCE OPTIONS** - THURSDAY, NOVEMBER 15

**All 60-minute sessions begin at 12 PM ET/9 AM PT*

Balancing Work & Cancer Webinars**:

~NEW TIME~ EVENING/AFTERNOON SESSION - 6 PM ET / 3 PM PT:

- **BUILDING AN EFFECTIVE LINKEDIN PROFILE**, WEDNESDAY, APRIL 11

AFTERNOON/MORNING SESSIONS - 1 PM ET / 10 AM PT:

- **USING SOCIAL MEDIA TO TELL YOUR BEST STORY**, WEDNESDAY, MAY 9
- **OCCUPATIONAL THERAPY AND VOCATIONAL REHAB** WEDNESDAY, JUNE 6

***All sessions are 60-minutes*

More information & Registration:

For more information & to register visit:

<http://www.cancerandcareers.org/en/community/events/healthcare-professionals>

<http://www.cancerandcareers.org/en/community/events/webinars>



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UPCOMING CAC CONFERENCES:

National Conference on Work & Cancer*

Friday, June 22, 2018, New York City

<http://www.cancerandcareers.org/en/community/events/conference>

*Travel Scholarships available. Apply now through April 13th!
www.cancerandcareers.org/en/travel-scholarships

West Coast Conference on Work & Cancer**

Saturday, October 13, 2018, Los Angeles

<http://www.cancerandcareers.org/en/community/events/westcoast-conference>

**Travel Scholarships available. Details to come!
<https://www.cancerandcareers.org/en/community/events/westcoast-conference>



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ADDITIONAL RESOURCES

Employment Rights & Options:

- Equal Employment Opportunity Commission www.EEOC.gov
- Job Accommodation Network www.AskJan.org
- U.S. Department of Labor (COBRA) www.dol.gov/EBSA
- U.S. Department of Labor (FMLA) www.DOL.gov/WHD
- FlexJobs www.flexjobs.com
- Workplace Transitions www.workplacetransitions.org

Disability Insurance Rights & Options:

- Social Security Administration www.SSA.gov
- National Organization of Social Security Claimants' Representatives (NOSSCR) www.nosscr.org

Legal Assistance:

- National Cancer Legal Services Network www.NCLSN.org
- LawHelp www.lawhelp.org
- Lawyer Referral Service
<http://apps.americanbar.org/legalservices/iris/directory>

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Newsletter

www.cancerandcareers.org/en/community/newsletter



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