

# 2023 Survey Results

**PREPARED FOR:**



**PREPARED BY:**



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## ABOUT CANCER AND CAREERS

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Cancer and Careers is a global organization, with non-profit status in the U.S., that solely focuses on the intersection of health and employment. Founded in 2001, Cancer and Careers is committed to eliminating fear and uncertainty for working people with cancer through direct support and education, while also amplifying their voices through research and advocacy. The organization's programs, services and trainings help individuals get back to work and companies build ecosystems of support to retain and attract best-in-class talent.

Cancer and Careers commissioned this survey fielded by Harris Poll to better understand the experiences of people working or looking for work after a cancer diagnosis in the U.S.

For questions about the data, permissions or Cancer and Careers, please reach out to Leticia Bennett-White at [lbennett@cew.org](mailto:lbennett@cew.org).

## METHODS *(To be included in all materials for release)*

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The research was conducted online in the United States by The Harris Poll on behalf of Cancer and Careers among 908 US adults age 18+ who have been diagnosed with cancer and are either employed full time, part time, or unemployed but looking for work. The survey was conducted between August 21<sup>st</sup> through September 20<sup>th</sup>, 2023.

Data are weighted where necessary by age by sex, education, race/ethnicity, region, household income, employment status, and propensity to be online to bring them in line with their actual proportions in the population.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within + 3.9 percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.

All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error which are most often not possible to quantify or estimate, including, but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.

***Throughout the report, \* indicates a small base size (<n=100) and that data should be viewed as directional in nature***

## SOURCE

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Cancer and Careers/The Harris Poll 2023

## DETAILED FINDINGS

### Vitality of Work

#### Motivation to Work

***Adults diagnosed with cancer not only want to work but report a multitude of benefits in doing so – particularly providing a sense of normalcy, pride, and purpose, as well as structure in an uncertain time. Regardless of desire, work also provides two vital necessities - health insurance and financial security.***

- Two-thirds (66%) of adults diagnosed with cancer believe that people who have been diagnosed want to work – nearly 3 in 10 *strongly* agree with this sentiment (28%).
  - The primary reasons adults diagnosed with cancer want to work is due to necessity for financial reasons (62%), the sense of purpose provided (49%), desire for things to feel as normal as possible (41%), and currently feeling well enough to keep working (39%).
    - Nearly three-quarters (73%) feel work provides a source of personal pride and accomplishment that is critical for recovery.
    - Around two-thirds (65%) agree that people who have been diagnosed with cancer are aided in their treatment and recovery by working.
    - More than 3 in 5 adults (63%) report people diagnosed with cancer are compelled to work because it gives them a sense of purpose and is tied to their identity.
  - Working is found to be quite beneficial for adults diagnosed with cancer – as more than half of those who are currently employed full/part time report working makes them feel more normal (66%), productive (60%), provides them with a routine (59%), and keeps their mind off of their cancer (52%).
  - For those diagnosed with cancer who worked/are working during treatment, three-quarters (75%) feel doing so helps/helped them cope - 45% *strongly* agree.
  - Among those diagnosed with cancer who are currently employed full/part time and did not work during treatment, a strong majority (81%) say they wanted to get back to work once their cancer treatment was completed.
- While many desire to work during this time, around 2 in 5 adults diagnosed with cancer and employed full/part time (41%) report feeling they had no choice but to work during treatment.
- This may correspond to the fact that more than 2 in 5 of those diagnosed with cancer who are employed full/part time (45%), say they have to stay at their current workplace because they need health insurance.
  - Nearly half of adults diagnosed with cancer who are employed full/part time (48%) agree that any changes/transitions in their work status are dependent on health insurance coverage.
  - However, many adults diagnosed with cancer (61%) report there are things that their health insurance doesn't cover that they wish it did.
  - And compounding this lack of coverage, around 7 in 10 adults diagnosed with cancer (71%) are concerned about the rising out-of-pocket costs for their healthcare needs.
  - With healthcare concerns appearing top of mind for those diagnosed with cancer, it may in turn impact voting decisions – with more than 3 in 5 (63%) who say healthcare policy is a central issue for them when voting in elections.

- Health insurance appears to be particularly top of mind for Hispanic adults diagnosed with cancer, as they are more likely than their white counterparts to say they have to stay at their current workplace because they need the health insurance (67% vs. 43%) and any changes/transitions in their work status are dependent on health insurance coverage (65% vs. 46%).

### **Purpose of Disclosing Diagnosis in the Workplace**

***Desire to feel understood and a need for workplace accommodations, such as flexible time, leads many adults diagnosed with cancer to disclose their diagnosis – and in doing so feel a sense of relief.***

- Among adults diagnosed with cancer who are employed full/part time or worked at the time of their diagnosis, around 7 in 10 (71%) disclosed their diagnosis with their supervisor/manager – followed by sharing with co-workers/colleagues (57%) and HR department/representative (44%). Around a tenth (12%) opted not to tell anyone at work.
  - Hispanic and Black adults with cancer were more likely than their white counterparts to have disclosed their diagnosis to their HR department/representative (66% and 62% vs. 40%, respectively).
- Around 4 in 5 or more adults diagnosed with cancer who disclosed their diagnosis to their co-workers/colleagues (87%) or supervisor/manager (79%) did so because they wanted to. And more than two-thirds of those who disclosed to their HR department/representative (68%) disclosed for the same reason.
  - More specifically, many adults chose to disclose because they wanted those in their workplace to understand what was happening to them (55% of those who disclosed to their co-workers/colleagues, 57% supervisor/manager, 53% HR department/representative).
- A strong majority of adults diagnosed with cancer who disclosed their diagnosis to their HR department/representative (86%) did so because they felt they needed to. Around three-quarters of those who disclosed to their supervisor/manager say the same (76%). Followed by more than half of those who disclosed to their co-workers/colleagues for the same reason (56%).
  - Specifically, due to the need for flexible time (40% of those who disclosed to their supervisor/manager, 38% HR department/representative, 20% co-workers/colleagues).
  - Others report they felt they had to disclose (36% to their supervisor/manager, 31% to their HR department/representative, and 26% to their co-workers/colleagues).
  - Hispanic adults who disclosed with their supervisor/manager were more likely their white counterparts to say they needed to use FMLA (31% vs. 18%) or needed a reasonable accommodation under ADA (25% vs. 13%).
- Among those who did not disclose their diagnosis to their supervisor/manager, HR department/representative, and co-workers, reasoning includes not thinking it was any of their business (53%\*) and not thinking their treatment would interfere with their ability to do their job (33%\*).
- Three in five adults diagnosed with cancer who are employed full/part time and disclosed their diagnosis (60%) felt more relieved after disclosing – nearly a quarter *strongly* agree (24%).

## Positive Outcomes of Disclosing Diagnosis in the Workplace

***Disclosing a cancer diagnosis yields many advantages in the workplace – specifically improving relationships and support from those around them, overall happiness, and may provide protection from negative comments/actions.***

- Upon disclosing their diagnosis at work, adults with cancer most commonly say their experience in the workplace improved as it relates to support from their co-workers/colleagues (50%), flexibility of work hours (48%), or support from supervisor/manager (47%). However, adults with cancer who disclosed their diagnosis to someone at work also indicate a worsening of their level of stress (21%).
  - Despite stress, around a quarter of adults report their workload (26%) and happiness at work (23%) has improved following disclosure of their diagnosis.
    - Which may lead to greater devotion to a company/employer – as loyalty to the workplace has either not changed (65%) or has actually improved (29%).
  - Black and Hispanic adults diagnosed with cancer who disclosed their diagnosis at work were more likely to cite improvements to their work life across the board.
  - Adults between the ages of 18-40 diagnosed with cancer who disclosed their diagnosis to a supervisor/manager, co-worker/colleagues, or HR department/representative are more likely than those age 41+ to report all aspects of their work life improved:
    - Support from supervisor/manager (67% vs. 43%), from co-workers/colleagues (65% vs. 47%), from HR department/representative (61% vs. 29%)
    - Flexibility of hours worked (57% vs. 46%)
    - Relationship with supervisor/manager (57% vs. 28%), co-workers/colleagues (54% vs. 30%), HR department/representative (48% vs. 19%)
    - Loyalty to workplace (50% vs. 25%)
    - Level of stress (42% vs. 23%)
    - Workload (42% vs. 22%)
    - Happiness at work (39% vs. 20%)
- Nearly two-thirds of full/part time employed adults who have disclosed their cancer diagnosis (63%), report the people they work with have not treated them any differently after they told them about their diagnosis.
- In fact, around a third of adults who are employed full/part time and disclosed their diagnosis feel their relationship with their co-workers/colleagues (34%) and supervisor/manager (33%) improved. Around a quarter (24%) feel the same about their relationship with their HR department/representative.
- Disclosing also appears to bring about a level of security/safety in the workplace – as more than half of adults employed full/part time and who disclosed their diagnosis (54%) feel protected by employer against negative comments/actions due to disclosing.
- More than 7 in 10 adults who are full/part time employed and disclosed their cancer diagnosis (73%) feel confident their employer has their best interests in mind after disclosing. And a similar proportion feel supported by the people they work with since they told them about their diagnosis and/or treatment (72%).
  - In particular, half of adults who disclosed their cancer diagnosis report the support they receive from their co-workers/colleagues (50%) has improved. Nearly half saying the same of their support from their supervisor/manager (47%).
    - More than a third (35%) report the same of their HR department/representative.
    - Black and Hispanic adults are more likely than their white counterparts to report the support from their manager (64%, 62% vs. 43%), co-workers/colleagues (60%, 66% vs. 47%) or HR department/representative has improved following their disclosure (50% and 57% vs. 30%).

## Barriers to Disclosing

### Discrimination in the Workplace

***The workplace experience can be quite different for adults diagnosed with cancer – with some reports of being treated negatively and/or differently compared to those around them, including insensitive or offensive comments. Despite few experiencing discrimination in the workplace, there appears to be room for improvement in terms of employer support for BIPOC employees – and may even be deterring employees from disclosing their diagnosis.***

- Despite high awareness that an employer cannot discriminate against adults diagnosed with cancer because of their cancer diagnosis (90%) – which has held steady since 2022 – a fifth of full/part time employed adults who have been diagnosed with cancer (20%) feel as though they are treated differently than co-workers/colleagues in similar positions due to their diagnosis.
  - Hispanic adults are more likely than their white counterparts to feel this way (37%\* vs. 20%, respectively).
- More than a third (35%) of adults diagnosed with cancer who are employed full/part time feel that, in general, those with cancer face stigma in the workplace.
  - Adults between the ages of 18-40 diagnosed with cancer who are employed full/part time are more likely than those age 41+ to say...
    - People with cancer face stigma in the workplace (51% vs. 32%)
    - I worry that my cancer diagnosis will negatively affect how I am treated in the workplace (44% vs. 18%)
    - At work, I tend to feel left out because of my diagnosis or treatment (42% vs. 12%)
    - I have stayed at my job longer than I wanted to because I fear disclosing my cancer diagnosis to a new employer (34% vs. 11%)
- And some fear the reactions they'll be met with upon disclosing their diagnosis. Around a fifth of adults employed full/part time who disclosed their diagnosis report worrying that their employer's reaction to their diagnosis will negatively impact their mental (20%) and/or physical health (17%).
  - Hispanic adults with cancer are more likely than their Black and white counterparts to report worrying about the negative impact their employer's reaction will have on their mental (41%\* vs. 19% and 17%) and physical health (41%\* vs. 16% and 14%).
- Some adults diagnosed with cancer report receiving different or even negative treatment in the workplace due to their diagnosis:
  - More than a fifth of full/part time employed adults who have been diagnosed with cancer (22%) worry that their cancer diagnosis will negatively affect how they are treated in the workplace.
    - Hispanic adults are more than twice as likely than their Black and white counterparts to feel this way (43% vs. 21% and 20%, respectively).
  - Nearly a fifth of adults diagnosed with cancer who are employed full/part time (17%) feel left out at work due to their diagnosis or treatment.
    - Hispanic adults are more likely than their Black and white counterparts to feel this way (34% vs. 20% and 14%, respectively).
- Nearly a fifth of adults employed full/part time who also disclosed their diagnosis (17%), say they have encountered insensitive or offensive comments regarding their cancer diagnosis.
  - Hispanic adults are more than twice as likely than their Black and white counterparts to report such experiences (34%\* vs. 13% and 15%, respectively).
- Adults between the ages of 18-40 diagnosed with cancer who are employed full/part time are more likely than those age 41+ to report their employer does enough to support BIPOC employees (54% vs. 44%).

- Around a tenth of adults diagnosed with cancer say their race or ethnicity (11%), gender identity (11%), or their sexual orientation (10%) played a negative role in how they were treated at work before their cancer diagnosis – on par with 2022 survey results.
- After disclosing their diagnosis a similar proportion of adults, report their gender identity (11%), race or ethnicity (10%), and their sexual orientation (10%) played a negative role in how they were treated at work.
  - Adults between the ages of 18-40 who are diagnosed with cancer are more likely than those age 41+ to say...
    - Their race or ethnicity played a negative role in how they were treated at work after their cancer diagnosis (30% vs. 8%)
    - Their gender identity played a negative role in how they were treated at work after their cancer diagnosis (27% vs. 8%)
    - Their sexual orientation played a negative role in how they were treated at work after their cancer diagnosis (26% vs. 7%)
- Hispanic adults who disclosed their cancer diagnosis are about two times as likely to have experienced such discrimination (before or after their cancer diagnosis) compared to their white counterparts.
- Diversity, equity, and inclusion are key components in the eyes of adults diagnosed with cancer – as it appears to not only have the power to impact comfortability disclosing, but also in applying to a job altogether.
  - Nearly a tenth of adults employed full/part time who did not disclose their diagnosis to someone at work (7%) chose not to because they were worried about it negatively affecting their job as a result of past discrimination regarding their race, ethnicity, gender, or sexual identity.
  - Three in 10 adults diagnosed with cancer (30%) report they are interested in commitment/actions towards diversity, equity, and inclusion when researching employers during a job search – which has significantly increased since the 2022 study (24%).
- But for more than 2 in 5 employed full/part time adults diagnosed with cancer (46%) feel their employer does enough to support BIPOC employees.

### Fears Surrounding Job Security

***Despite confidence in job security following disclosure, some have experienced career setbacks in the form of lack of advancement, inability to find a better job, and even losing their job altogether.***

- Nearly three-quarters of adults diagnosed with cancer who are employed full/part time and disclosed their diagnosis (74%), feel confident in their job security after disclosing – nearly half (49%) *strongly* agree with this sentiment.
- However, some report quite negative fears and concerns in disclosing their diagnosis.
  - While the majority of adults full/part time employed who disclosed their diagnosis (63%) *disagree* that doing so has negatively affected their long-term career goals – nearly a fifth (19%) cite this negative effect.
    - Hispanic adults are more likely than their white counterparts to feel this way (30%\* vs. 18%).
  - Additionally, nearly a fifth (17%) feel they haven't advanced as quickly at their job due to disclosing their diagnosis.
    - Hispanic adults are around two times more likely than their Black and white counterparts to feel this way (34%\* vs. 18% and 15%, respectively).

- Around a quarter of adults (18%) feel that disclosing their cancer diagnosis has limited their ability to find a better job – which has significantly decreased since the 2021 survey (24% in 2022 and 32% in 2021).
  - Hispanic adults are more likely than their white counterparts to feel this way (33%\* vs. 16%).
- And, 3 in 10 adults who are not currently employed, but are looking for work and were employed at the time of their diagnosis (30%\*), believe they lost their job as a result of their diagnosis.

### Impacts of Social Media

***Disclosure on social media is quite uncommon – perhaps fueled by concerns of employers (current or future) discovering such information. And some of those who have disclosed appear regretful of having done so.***

- While a fifth adults diagnosed with cancer (20%) have chosen to disclose their diagnosis on social media, others appear hesitant – as more than three-quarters (78%) have not disclosed their diagnosis in this way.
  - Hesitancy to disclose on social media is the highest it's been since first asked in 2017 (78% vs. 71% 2022, 71% 2021, 73% 2019, 67% 2018, 75% 2017).
  - Adults between the ages of 18-40 who have been diagnosed with cancer are more likely than those age 41+ to have disclosed their cancer diagnosis on social media (31% vs. 17%).
- Fear of negative ramifications may be attributed to this reluctance in sharing their diagnosis online. Regardless of if they have personally ever posted anything on social media, more than 3 in 10 (32%) are at least somewhat concerned that their current employer/a potential future employer might discover their online posts about cancer or their diagnosis.
  - Conversely, the majority (68%) are not at all concerned that their current employer/a potential future employer may find out.
    - Hispanic adults with cancer are more likely to be extremely/very concerned compared to their counterparts (27% vs. 11% white, 10% Black).
  - Regardless of if they have ever posted on social media, adults between the ages of 18-40 who have been diagnosed with cancer are more likely than those age 41+ to be concerned that their current employer/a potential future employer might discover online posts about cancer or their diagnosis (60% vs. 27%).
- In addition, nearly a quarter of adults diagnosed with cancer who disclosed their diagnosis on social media (24%) worry others around them, such as friends and family, might post about their diagnosis on social media without their permission.
- And for those who did disclose, nearly a fifth report doing so had a negative impact on their career (18%) and even regret posting information about their cancer diagnosis on social media (18%).

## **Demands and Desires for the Workplace**

### **Post-Cancer Diagnosis Job Hunt**

***Candidates care about the type of companies they apply to and in particular the companies' commitments and actions regarding how they treat their employees and their adaptability. However, concerns for finding and landing employment opportunities may be mounting.***

- More than a tenth of adults diagnosed with cancer who are full/part time employed (15%) say they stayed at their job longer than they wanted to because they fear disclosing their diagnosis to a new employer – however reports of sticking it out at a job have significantly decreased since 2022 (22%).
  - Hispanic adults diagnosed with cancer, in particular, report doing so (31% vs. 16% Black, 13% white).
- Of those diagnosed with cancer who were employed at the time of their diagnosis and are looking for work, more than 2 in 5 (45%\*) feel their cancer diagnosis has negatively affected their long-term career goals.
- More than 2 in 5 adults diagnosed with cancer report that when researching employers during their job search, they are interested in information regarding whether their company policies and benefits reflect prioritizing employee needs (47%) and how adaptable and/or flexible they are (46%).
  - Followed by the company's known commitment/actions towards supporting employees who have been diagnosed with cancer or other serious illnesses (32%), if the employers allow employees to work from home (30%), and their commitment/actions towards diversity, equity, and inclusion (30%).
- Despite three quarters of adults diagnosed with cancer (75%) knowing that an employer cannot require them to disclose their diagnosis before hiring them, a quarter are unaware of this information (25%).
  - Hispanic adults with cancer are more likely than their white peers to incorrectly believe this is true (39% vs. 24%).
- The search for a job appears quite difficult, and perhaps requires patience, as adults diagnosed with cancer who are not employed but are looking for work, have been looking for 1.3 years, on average.

- Concerns when seeking employment appear to be on the rise for those who were employed at the time of their cancer diagnosis and are currently looking for work cite – specifically surrounding the feeling that \*\*:

| Concerns                                                                                          | 2023 Results | 2022 Results |
|---------------------------------------------------------------------------------------------------|--------------|--------------|
| Disclosing their diagnosis will negatively affect their chances of getting hired.                 | 55%          | 38%          |
| They are less likely to get hired because of their diagnosis than a healthy person.               | 43%          | 35%          |
| Their cancer diagnosis has limited their job prospects and their ability to get hired.            | 42%          | 34%          |
| They are less likely to get an interview because of their diagnosis compared to a healthy person. | 41%          | 33%          |
| They are discriminated against when looking for work due to their cancer diagnosis.               | 34%          | 24%          |

- In addition, nearly 3 in 5 (59%) adults diagnosed with cancer who are looking for work, are at least somewhat concerned that a potential employer would find out about their cancer diagnosis and therefore not hire them.
- And more than half of adults with cancer who were employed at the time of their cancer diagnosis and are currently looking for work (53%\*\*) believe prospective employers would treat them differently if they told them about their diagnosis – on the rise since 2022 (45%\*\*).

**\*\*Due to limited base size (n=53) statistically significant differences are not tested and these results should be only analyzed directionally.**

## Support Needed in the Workplace

***A support system in the workplace is quite advantageous – not only helping the transition back to work but also ensuring their success. Despite feeling supported by both their employer and coworkers, adults indicate a need for additional accommodations, information, (particularly from HR), and respect for their situation/privacy.***

- Support in the workplace, especially from multiple sources, appears beneficial for those diagnosed with cancer.
  - Nearly 4 in 5 (78%) believe those who receive support from their employer are more likely to thrive in the workplace.
  - And, more than two-thirds of adults diagnosed with cancer who are employed full/part time (68%) agree the transition back to work is made easier by the support from employers and co-workers/colleagues.
- Fortunately, many adults are met with such advantages in the workplace.
  - Nearly three-quarters of adults diagnosed with cancer who are employed full/part time (73%) feel supported by their employer in their desire to work. More than 2 in 5 (46%) *strongly* agree with this.
  - And 7 in 10 adults diagnosed with cancer who are employed full/part time (70%) report their co-workers/colleagues are understanding of their challenges of having cancer and working.
- However, around 2 in 5 adults diagnosed with cancer who are employed full/part time and disclosed their diagnosis (41%) report they would feel more certain of their employer or a prospective employer's support if they knew supervisors/managers were being given formal training on supporting someone with cancer or another serious illness.
  - Adults between the ages of 18-40 diagnosed with cancer who are employed full/part time and disclosed their diagnosis are more likely than those age 41+ to report they would feel more certain of their employer or a prospective employer's support if they knew supervisors/managers were being given formal training on supporting someone with cancer or another serious illness (59% vs. 37%).
    - Adults between the ages of 18-40 diagnosed with cancer who are employed full/part time are more likely than those age 41+ to feel confident the management/supervisors at their company have been properly trained on how to support them as an employee with cancer (71% vs. 48%).
  - More than 1 in 10 adults diagnosed with cancer who are employed full/part time (15%) are NOT confident the management/supervisors at their company have been properly trained on how to support them as an employee with cancer.
  - Adults between the ages of 18-40 who have been diagnosed with cancer are more likely than those age 41+ to feel resources and/or support programs are needed to address workplace concerns of those who have been diagnosed with cancer (73% vs. 57%).
- Nearly 3 in 5 adults diagnosed with cancer who currently have an HR department/representative (57%), found HR to be very helpful in addressing their concerns about work and cancer.
- However, 3 in 10 adults diagnosed with cancer who are employed full/part time and have an HR department/representative (30%) are hesitant to reach out to HR. Not wanting to be treated differently (32%), being concerned about how they would react (29%), believing HR would put the company needs over theirs (29%), and being worried about getting fired (29%) are the most common reasons for this hesitancy.
  - Hispanic adults with cancer are more likely to be hesitant to reach out to HR for support compared to their white counterparts (41% vs. 28%).

While many feel supported in their workplace, there is still room for growth. Adults report management could do more to be supportive – most often by providing more workplace accommodations (29%), providing more information about supportive resources (27%), and having greater consideration for their privacy preferences (25%).

- Desire for more information about supportive resources (27% vs. 21%) and greater consideration for their privacy preferences (25% vs. 19%) has significantly increased since 2022.
- Hispanic adults with cancer are more likely to point to more workplace accommodations (45% vs. 26% white), information (41% vs. 24% white), and greater privacy consideration (35% vs. 22% white).
- Adults diagnosed with cancer who are employed full/part time or worked at the time of their diagnosis have had to make adjustments to their work life due to their diagnosis, including taking extra days off (42%), working reduced hours (24%), or exploring options their employer made to accommodate their cancer diagnosis and treatment – such as a flexible work schedule, and telecommuting (20%).
  - Hispanic adults with cancer are more likely than their white counterparts to report cancer has impacted their work life by...
    - Taking extra days off (52% vs. 40%, respectively)
    - Working reduced hours (41% vs. 20%)
    - Exploring options to accommodate their diagnosis and treatment (30% vs. 18%)
    - Using FMLA (33% vs. 16%)
    - Being advised to stop working during treatment (22% vs. 11%)
    - Changing careers (14% vs. 5%)
- In terms of HR assisting those with concerns about work and cancer, adults who are currently employed and have HR or those who are looking for work and had HR at their time of diagnosis would like their HR to provide easy-to-understand information on company policies regarding flexible schedules, paid time off, etc. (45%), help understanding health insurance plans (42%), help understanding disability insurance options (29%), and to provide easy-to-understand information on company policies regarding accessing job modifications (29%).
  - Hispanic adults diagnosed with cancer are more likely than their white counterparts to desire help understanding health insurance plans (57% vs. 40%), easy-to-understand information on company policies regarding accessing job modifications (44% vs. 26%), and conversation about how to balance the demands of living with cancer and working (37% vs. 21%).

## Demand for Resources

***Knowledge is power – providing adults diagnosed with cancer the ability to navigate the workplace, the challenges they may face as it relates to their diagnosis, and even aid in their cancer care. Yet many are left in the dark – lacking information and resources from not only their employers but their oncology or healthcare team.***

- Seven in 10 adults diagnosed with cancer (70%) believe addressing some of the more practical issues of balancing cancer and work is an essential part of cancer care – 30% *strongly* agree with this sentiment.
- Nearly a quarter of adults diagnosed with cancer (23%) are currently working from home. And nearly a fifth of adults diagnosed with cancer (17%) are not at all comfortable returning to work in-person.
  - The ability to work remotely is appealing to many and may not only impact current employment decisions but future decisions as well.
    - A quarter of adults diagnosed with cancer who are employed full/part time (25%) would go as far as consider leaving their current job, if they were required to return to working in-person, for one that allows them to work from home.
    - And, as mentioned previously, 3 in 10 adults diagnosed with cancer (30%) report that when researching employers during their job search, they are interested in if employers allow employees to work from home.
  - Adults between the ages of 18-40 diagnosed with cancer who are employed full/part time are more likely than those age 41+ to say they would consider leaving their current job if they were required to return to working in-person for one that allows them to work from home (38% vs. 23%).
- More than 7 in 10 adults diagnosed with cancer (72%) believe people who have been similarly diagnosed and are looking for work need more information, tools, and support on how to balance their health and their work life – a significant increase since 2022 (65%).
  - However, only a third of adults diagnosed with cancer (33%) report their employer has provided resources or tools on navigating work challenges and/or concerns after their cancer diagnosis – while around two-thirds have not received any (67%).
    - Hispanic and Black adults with cancer are most likely to say this was provided by their employer (56% and 51% vs. 28% white, respectively).
- Additionally, around 3 in 5 adults employed at the time of their diagnosis and looking for work (62%\*) wish there were a place to go for those diagnosed with cancer looking for advice about how to find and maintain a job while working through a cancer diagnosis.
  - Two in five adults employed at the time of their diagnosis and looking for work (40%\*) are frustrated by the lack of resources available to help them look for work post-cancer diagnosis.
  - And 3 in 5 adults diagnosed with cancer (60%) feel resources and/or support programs are needed to address workplace concerns of those who have been diagnosed with cancer.
    - Adults between the ages of 18-40 who have been diagnosed with cancer are more likely than those age 41+ to feel resources and/or support programs are needed to address workplace concerns of those who have been diagnosed with cancer (73% vs. 57%).
- Around 3 in 5 adults diagnosed with cancer (59%) report their oncology or healthcare team provided them with resources/tools aimed to help advise them on how to navigate work challenges and/or concerns after their cancer diagnosis, leaving around 2 in 5 (41%) who were not provided resources or tools.
  - Black and Hispanic adults with cancer are most likely to say this was provided by their healthcare team (83% and 79% vs. 53% white, respectively).

- Nearly 3 in 5 adults diagnosed with cancer (59%) feel healthcare professionals could do a better job at advising those who have been diagnosed with cancer on how to balance the demands of living with cancer and needing to find or maintain a work life.

## DEMOGRAPHIC INFORMATION

| Gender                             | n   | %   |
|------------------------------------|-----|-----|
| Male                               | 400 | 44% |
| Female                             | 507 | 56% |
| Non-Binary                         | 1   | -   |
| Prefer to self-describe [TEXT BOX] | 1   | -   |
| Prefer not to answer               | -   | -   |

| Transgender          | n   | %   |
|----------------------|-----|-----|
| Yes                  | 23  | 3%  |
| No                   | 879 | 97% |
| Prefer not to answer | 6   | 1%  |

| Education Level                                    | n   | %   |
|----------------------------------------------------|-----|-----|
| Less than high school                              | 7   | 1%  |
| Completed some high school                         | 16  | 2%  |
| High school graduate                               | 169 | 19% |
| Job-specific training program(s) after high school | 15  | 2%  |
| Some college, but no degree                        | 137 | 15% |
| Associate degree                                   | 141 | 16% |
| Bachelor's degree (such as B.A., B.S.)             | 226 | 25% |
| Some graduate school, but no degree                | 28  | 3%  |
| Graduate degree (such as MBA, MS, M.D., Ph.D.)     | 169 | 19% |

| Household Income       | n   | %   |
|------------------------|-----|-----|
| Less than \$15,000     | 30  | 3%  |
| \$15,000 to \$24,999   | 60  | 7%  |
| \$25,000 to \$34,999   | 70  | 8%  |
| \$35,000 to \$49,999   | 115 | 13% |
| \$50,000 to \$74,999   | 183 | 20% |
| \$75,000 to \$99,999   | 144 | 16% |
| \$100,000 to \$124,999 | 89  | 10% |
| \$125,000 to \$149,999 | 74  | 8%  |
| \$150,000 to \$199,999 | 63  | 7%  |
| \$200,000 to \$249,999 | 34  | 4%  |
| \$250,000 or more      | 27  | 3%  |
| Prefer not to answer   | 18  | 2%  |

| Hispanic* (weighted) | n  | %  |
|----------------------|----|----|
| Yes                  | 66 | 7% |

| Race* (weighted)                  | n   | %   |
|-----------------------------------|-----|-----|
| White                             | 672 | 74% |
| Black or African American         | 87  | 10% |
| Native American or Alaskan Native | 7   | 1%  |
| Asian                             | 25  | 3%  |
| Mixed Race                        | 41  | 4%  |
| Some other race                   | 6   | 1%  |
| Prefer not to answer              | -   | -   |

| <b>Marital Status</b>  | <b>n</b> | <b>%</b> |
|------------------------|----------|----------|
| Never married          | 169      | 19%      |
| Married or civil union | 463      | 51%      |
| Divorced               | 142      | 16%      |
| Separated              | 23       | 3%       |
| Widow/Widower          | 44       | 5%       |
| Living with partner    | 66       | 7%       |

| <b>Sexuality</b>        | <b>n</b> | <b>%</b> |
|-------------------------|----------|----------|
| Heterosexual (Straight) | 836      | 92%      |
| Lesbian                 | 8        | 1%       |
| Gay                     | 21       | 2%       |
| Bisexual                | 27       | 3%       |
| Queer                   | 1        | -        |
| Pansexual               | 4        | -        |
| Asexual                 | 2        | -        |
| Questioning             | 3        | -        |
| Other                   | 4        | -        |
| Prefer not to answer    | 2        | -        |

| <b>Region</b> | <b>n</b> | <b>%</b> |
|---------------|----------|----------|
| Northeast     | 167      | 18%      |
| Midwest       | 216      | 24%      |
| South         | 319      | 35%      |
| West          | 206      | 23%      |

| <b>Age</b>  | <b>n</b> | <b>%</b> |
|-------------|----------|----------|
| 18-19       | 4        | -        |
| 20-24       | 12       | 1%       |
| 25-29       | 22       | 2%       |
| 30-34       | 55       | 6%       |
| 35-39       | 46       | 5%       |
| 40-44       | 68       | 8%       |
| 45-49       | 71       | 8%       |
| 50-54       | 151      | 17%      |
| 55-59       | 126      | 14%      |
| 60-64       | 146      | 16%      |
| 65 and over | 208      | 23%      |