

Lunch and Learn – nbmtLINK – Wednesday, August 15th

Who is Cancer and Careers?

Cancer and Careers, founded in 2001, is a national nonprofit that empowers and educates people with cancer to thrive in their work environment by providing expert advice, interactive tools and educational events. All programs and services provided to patients, survivors, healthcare professionals and caregivers are offered free of charge.

- CancerAndCareers.org
- Publications in English and Spanish
- Job Search Tools and Resume Review
- Professional Development Micro-Grants
- Accredited Programs for Healthcare Professionals
- CancerAndCareers.org/espanol
- Balancing Work & Cancer Webinars
- Community Events
- National and Regional Conferences
- Career Coaching

Balancing Work & Cancer

Making the decision to work:

- How important is work to you personally?
- What information do you need to make good decisions about work?
- Other Questions to ask:
 - How will treatment affect work and schedule?
 - What are the physical and mental job demands?
 - How flexible is the work environment? What accommodations can be made?
 - What are the financial and health insurance concerns?
- Information Needs – 3 Buckets:
 - Medical and Treatment Info
 - Work Info
 - Legal Info

***Key Law: Americans with Disabilities Act (ADA)**

- To access the ADA:
 - Your employer (or prospective employer) must be big enough that the ADA is applicable to them (15 employees or more)
 - You must have the required skills, experience, degree, training, license, etc. to do the job
 - Your disability must meet the criteria determined by the ADA

Working Through Treatment:

- Top five reasons to continue working after a diagnosis, as cited by survivors:
 - Financial reasons (63%)
 - Feel well enough (51%)
 - Health Insurance (40%)
 - Want things to feel normal (39%)
 - Feel productive and busy (31%)
- **65% of employed survivors reported that working during treatment helped them cope (Cancer and Careers/Harris Poll 2017)**

Disclosure – The Work Environment

- **Important: You are not required to provide information about your health or your health history to your employer (current or prospective), nor can they ask.**
- Control the message by considering the following:
 - Should you tell?
 - Who should you tell?
 - When should you tell?
 - How much should you share?
 - How should you share it?
- Consider what your side effects might reveal – especially if you are choosing not to disclose widely: pain, hair loss, fatigue, weight changes, skin changes, neuropathy, etc.
- Managing “Chemo Brain” on the job – basics:
 - Don’t multi-task
 - Write down priorities
 - Do one thing at a time
 - Take notes
 - Rehearse everything
 - Build breaks into your day
- Communication strategies at work
 - Identify a point person
 - Ask for priorities (create a written plan)
 - Know your limits and set boundaries
- Reasonable accommodations: Modifications to your job, your schedule, or the environment that you work in that makes it possible for you to perform your essential duties. (It is also available during the job search process)

Disclosure – The Job Search

- The steps of a job search are the same as the steps to build any relationship – consider what you reveal and when.
- Should you disclose your cancer history:
 - On your resume?
 - In your cover letter?
 - During an interview?

Additional Resources:

Upcoming Cancer and Careers Events: <https://www.cancerandcareers.org/en/community/events>

Balancing Work & Cancer Webinars:

- Managing Finances: <https://www.cancerandcareers.org/en/community/videos/bwc/finances>
- Career Change: <https://www.cancerandcareers.org/en/community/videos/bwc/career-change>
- Job Search: <https://www.cancerandcareers.org/en/community/videos/bwc/job-search>

Cancer and Careers Publications: https://www.cancerandcareers.org/publication_orders/new

Resume Review Service: https://www.cancerandcareers.org/resume_reviews/new

Ask a Career Coach: <https://www.cancerandcareers.org/career-coach>

Articles:

- Your Legal Rights in the Workplace: <https://www.cancerandcareers.org/en/at-work/legal-and-financial/Cancer-and-the-ADA-FMLA>
- Requesting Reasonable Accommodations: <https://www.cancerandcareers.org/en/at-work/legal-and-financial/Requesting-reasonable-accommodations>
- Creating an Action Plan: <https://www.cancerandcareers.org/en/at-work/where-to-start/creating-an-action-plan>
- Managing Side-Effects: <https://www.cancerandcareers.org/en/at-work/where-to-start/Managing-Treatment-Side-Effects>
- Sharing the News: <https://www.cancerandcareers.org/en/at-work/where-to-start/Sharing-the-News>

Legal Resources:

- Triage Cancer: www.triagecancer.org
- National Cancer Legal Services Network: www.nclsn.org

Reasonable Accommodations Resources:

- Job Accommodation Network: <https://askjan.org/index.html>

- Triage Guide to Reasonable Accommodations:
<http://tragecancer.org/wp-content/uploads/2016/07/Quick-Guide-to-ReasonableAccommodations.pdf>