5 TIPS TO SUPPORT AN EMPLOYEE WITH CANCER

HR's role in helping employees through their cancer journey

In the U.S., 1 in 2 men and 1 in 3 women will be diagnosed with cancer in their lifetime. In the workplace, it's not a matter of if, but ***when*** an employee or their family member will be diagnosed with cancer.

Keeping them as an employee is important - both for them *and* for the company. Hiring new employees is costly. It's also important to show that you support your employees during tough times, both for attracting and retaining the best talent.

Working while dealing with cancer is important for several reasons:

- ***Sense of purpose:*** Continuing to work provides a sense of purpose and normalcy. This is important for mental health and well-being. Having a daily routine, as well as interacting with coworkers, helps alleviate some of the emotional stress during this time.

- ***Financial Stability:*** Dealing with cancer can be very expensive and may include many out-of-pocket expenses, even with insurance coverage. Continuing to work helps provide financial stability and helps cover the costs.

- ***Productivity:*** Many people find that working helps them maintain their focus during this journey. It also provides a sense of accomplishment and satisfaction.

- ***Insurance:*** Many people rely on their employer-provided health insurance to help cover their medical costs.

MORE INFO & RESOURCES

www.tryingnottodie.LIVE

This information is provided as a resource and is not intended to be a substitute for professional legal advice. Always seek the advice of your attorney or other qualified employment law expert with any questions you may have regarding supporting employees with cancer.

Tips to help them navigate this journey

✓ ***LISTEN to the employee*** to see what their needs and concerns are. Ask them what they want shared with their co-workers and other people. Remember that cancer is a very personal and sensitive topic, and employees may not feel comfortable discussing their diagnosis or treatment. Respect their privacy and offer support in a compassionate and non-intrusive manner.

✓ S***TAY in touch!*** Cancer can be very isolating, especially if they aren't able to come in to the office. Make sure they know that you value them by checking in. Help them to feel connected. Ask them - specifically! - how you can help! While you may want to have food delivered or provide other support, this may not be what they want or need.

✓ ***KNOW the applicable Federal and State Employment Laws***, including the Americans with Disabilities Act and the Family and Medical Leave Act.

✓ ***REVIEW your existing policies and procedures***, and offer or consider offering:

- ***Flexible work arrangements***, such as telecommuting or flexible scheduling.
- ***Provide additional paid time off*** to allow employees to attend medical appointments or recover from treatment.
- ***Offer short-term and long-term disability benefits*** to help employees who are unable to work due to their cancer diagnosis.
- ***Provide employee assistance programs*** (EAPs) that offer counseling, emotional support, and referrals to additional resources.

✓ ***CREATE a supportive work environment*** by promoting open communication and showing empathy and understanding towards employees who are dealing with cancer. Create a work plan to help them continue to work while taking care of their health.

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