

Cancer Survivors at Work: A Generation of Progress

Barbara Hoffman, JD

ABSTRACT Before the 1970s, a substantial percentage of cancer survivors faced blatant employment discrimination with little legal recourse, a paucity of support services, and limited medical options for curative treatment. Since then, survivors have benefited from improvements in cancer treatment, the passage of state and federal antidiscrimination laws, and a sea change in perceptions about living with and beyond cancer. Consequently, cancer survivors now face fewer barriers to employment opportunities. Because millions of cancer survivors, more than ever before, are now working age adults, advocacy efforts should shift from expanding legal protection from cancer-based discrimination to providing resources to help survivors meet their individual employment-related concerns. (CA Cancer J Clin 2005;55:271-280.) © American Cancer Society, Inc., 2005.

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This article is available online at <http://CAonline.AmCancerSoc.org>

INTRODUCTION

A generation ago, cancer survivors' quality of life, including employment experiences, differed significantly from today. Fewer than one half of those diagnosed with cancer survived more than five years. Treatments were less precise and more disabling. Myths about cancer prevailed. Consequently, many survivors experienced substantial problems obtaining and retaining employment.¹⁻³

Significant medical, social, and legal progress has extended and enhanced the lives of millions of cancer survivors. Advances in cancer treatment fostered changes in attitudes about cancer. Attitudinal changes about cancer, as well as about other serious and chronic medical conditions, provided support for legislation to expand employment opportunities for persons with actual or perceived disabilities. As a result, cancer survivors now seldom face blatant employment discrimination. Instead, survivors now work in more tolerant and compassionate environments where, armed with knowledge about their medical needs and legal rights, they often can minimize the effect of cancer on their careers.

This article will review how the lives of cancer survivors at work have changed over the past generation. It will also discuss how survivors can preserve their legal and social gains and protect their rights to equal employment opportunities.

CANCER SURVIVORSHIP: MYTHS AND FACTS

In the 1970s, a cancer diagnosis was often construed as a death sentence.^{4,5} Most individuals, the media, governments, and survivors commonly referred to themselves as cancer victims.¹⁻³ To employers and insurers, a cancer diagnosis meant potential lost profits and productivity.³ A cancer survivor was the spouse who was left behind to cope alone with unpaid bills and unfulfilled dreams. A cancer diagnosis was seldom discussed publicly.¹⁻³ Many feared cancer to be contagious.¹⁻⁴ Physicians expected survivors to be satisfied with achieving medical remission; few considered or responded constructively to psychosocial sequelae, such as the impact of cancer on work.⁵ The five-year survival rate for the top 15 cancers as identified in SEER data from 1975 to 1979 was only 42.7% for men and 56.6% for women.⁶

A generation of medical progress has brought a sea change in opinions about cancer. The five-year survival rate for the top 15 cancers from 1995 to 2000 improved to 64% for men and to 64.3% for women.⁶ Cancer is no longer considered a death sentence. More than 87% of 957 respondents to a national survey taken in 2002 recognized as false the statement:

Work And Cancer Survivors Work And Cancer Survivors

Izabela Z. Schultz, Robert J. Gatchel



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Work and Cancer Survivors Michael Feuerstein, 2009-04-21 Cancer survivors are returning to the workplace in higher numbers than ever before This is a positive outcome of the war on cancer however many of these cancer survivors face the possibility of illness or treatment related complications employer discrimination or harassment and other serious concerns Cancer Survivorship and Work reviews many of the issues relevant to cancer survivors in the workplace from the survivors employers and global perspectives This interdisciplinary and international volume brings together experts in fields as varied as epidemiology economics rehabilitation psychology human factors and ergonomics law and public policy to create a unique up to date reference of what is currently known and what needs to be considered in the future With this knowledge challenges faced by this growing population can be better addressed by health care providers employers survivors and their families

Handbook of Cancer Survivorship Michael Feuerstein, Larissa Nekhlyudov, 2018-10-31 This timely revision of the authoritative handbook gives a wide range of providers practical insights and strategies for treating cancer survivors long term physical and mental health issues Details of new and emerging trends in research and practice enhance readers awareness of cancer survivor problems so they may better detect monitor intervene in and if possible prevent disturbing conditions and potentially harmful outcomes Of particular emphasis in this model of care are recognizing each patient s uniqueness within the survivor population and being a co pilot as survivors navigate their self management New or updated chapters cover major challenges to survivors quality of life and options for service delivery across key life domains including Adaptation and coping post treatment Problems of aging in survivorship disparities and financial hardship Well being concerns including physical activity weight loss nutrition and smoking cessation Core functional areas such as work sleep relationships and cognition Large scale symptoms including pain distress and fatigue Models of care including primary care and comprehensive cancer center International perspectives PLUS insights about lessons learned and challenges ahead With survivorship and its care becoming an ever more important part of the clinical landscape the Second Edition of the Handbook of Cancer Survivorship is an essential reference for oncologists rehabilitation professionals public health health promotion and disease prevention specialists and epidemiologists

Survivorship Care for Cancer Patients Stefan Rauh, 2021-08-10 This book is a valuable source for oncologists and all other physicians dealing with cancer survivors It provides detailed information on the evidence based benefits and forms of intervention with contributions by a highly prestigious and well recognized panel of experts Chapters deal with all features of survivorship outlining the role of the oncologist and other caregivers and discusses survivorship care in different countries and different settings The book addresses new challenges and complex issues broader than medical issues faced by patients who are cured highlighting that cancer is no longer a death sentence It provides evidence based management guidance and addresses issues such as symptom management palliative care screening for recurrence rehabilitation fertility issues among others This is an indispensable resource for

oncologists oncology nurses and other professionals dealing with cancer patients as well as patient advocacy groups and cancer leagues

Cancer Survivorship Patricia A. Ganz, 2007-07-28 Cancer survivors have increased in number more than threefold over the last 30 years to the current level of 10 million and growing. Among patients diagnosed today, nearly two thirds are expected to survive 5 or more years. This success may be attributed to the expertise of physicians and nurses from multiple disciplines who precisely execute a complex plan based in clinical research. Yet after a period of orchestrated and frequent interaction with healthcare professionals bolstered by the attention and encouragement of family and friends, the cancer patient may view the end of treatment with anxiety and concern. And what exactly is the plan? Just as healthcare providers are expected to keep up to date with the latest in treatment and prevention, they must now coordinate and provide comprehensive survivor care. This significant text, organized and edited by Patricia A. Ganz and involving the contributions of over 40 distinguished authors, provides a greatly needed resource for survivor care today and tomorrow. The current attention on cancer survivorship represents a convergence of burgeoning survivor numbers, a corpus of data on late treatment effects in children and adults, and increased public and professional awareness. Dr. Ganz and many of the contributors to this comprehensive text pioneered cancer survivorship, and they must justifiably be proud that their advocacy and commitment to survivor care and research have resulted in in-depth reports by the President's Cancer Panel, several Institute of Medicine studies, and this timely text.

Handbook of Return to Work Izabela Z. Schultz, Robert J. Gatchel, 2015-11-13 This comprehensive interdisciplinary synthesis focuses on the clinical and occupational intervention processes enabling workers to return to their jobs and sustain employment after injury or serious illness, as well as ideas for improving the wide range of outcomes of entry and re-entry into the workplace. Information is accessible along key theoretical research and interventional lines, emphasizing a palette of evidence-informed approaches to return to work and stay-at-work planning and implementation in the context of disability prevention. Condition-specific chapters detail best return to work and stay-at-work practices across diverse medical and psychological diagnoses, from musculoskeletal disorders to cancer, from TBI to PTSD. The resulting collection bridges the gap between research evidence and practice and gives readers necessary information from a range of critical perspectives. Among the featured topics: Understanding motivation to return to work; economy of gains and losses; Overcoming barriers to return to work; behavioral and cultural change; Program evaluation in return to work; an integrative framework; Working with stakeholders in return to work processes; Return to work after major limb loss; Improving work outcomes among cancer survivors; Return to work among women with fibromyalgia and chronic fatigue syndrome. The Handbook of Return to Work is an invaluable, unique, and comprehensive resource for health rehabilitation, clinical counselling, and industrial psychologists, rehabilitation specialists, occupational and physical therapists, family and primary care physicians, psychiatrists, and physical medicine and rehabilitation, as well as occupational medicine specialists, case and disability managers, and human resource professionals. Academics and researchers across these fields will also find expert guidance and direction in these pages. It is

an essential reading for all return to work and stay at work stakeholders Issues of Cancer Survivorship Debra Kantor, 2015-08-10 *Issues of Cancer Survivorship* addresses the issues of experiencing life with cancer from diagnosis to living with and beyond cancer. It focuses on the psychological impact of cancer including psychological distress, the uncertainty, the short term and long term side effects of treatments, body image issues, spirituality, religious issues, impact of the disease on finances, impact on family relationships and social support. In addition, the book covers cancer in children and secondary cancers as a result of the treatment they received, which is increasingly an issue as patients are living longer.

Health Services for Cancer Survivors Michael Feuerstein, Patricia A. Ganz, 2011-06-15 Health has been conceptualized by world and national health organizations WHO, CDC, Healthy People 2010 as more than the absence of disease. It involves a focus on physical, psychosocial and functional aspects of life as well as the prevention of future illnesses. At this point in the development of quality health care for cancer survivors, there is sufficient knowledge and expert opinion to push efforts forward to improve the health of cancer survivors. Clearly, there is more research in the most prevalent forms of cancers, e.g. breast cancer, than others that provide us with guidance on how to optimize their health, but there are data on other forms of cancers that can also better inform practice. There may also be general care practices that can cut across cancer types. There has been an emergence of epidemiological and clinical research in cancer survivors that can form the basis for a revolution in the quality and nature of health care that survivors receive. This book not only provides the reader with diverse perspectives and data but also integrates this information so it can serve as the foundation necessary to improve and maintain the health of cancer survivors. Reporting of symptoms to health care providers is a complex, multi-determined problem influenced not only by the pathophysiology but also, as we have learned over the years through pain research, by societal, cultural and biobehavioral factors. This book will consider this important aspect of follow up for millions of cancer survivors because of the strong reliance on symptom reporting for clinical decision making. In order for us to generate meaningful and effective treatment, we need to better understand the symptom experience in cancer survivors. This book provides much information that will assist us to better understand and manage this complicated end point. The presenting problems need to be articulated and conceptualized as clearly as possible by both parties so appropriate actions can be taken. Since health care costs are a major concern for patients, payers and providers, this area will also be addressed in all the relevant sections. In taking an interdisciplinary perspective, this book illustrates the importance of a team approach to the improvement of health care and associated health, well being and functioning in cancer survivors. The 17 chapters cover critical topics of which physicians and providers of all types must be aware in order to provide the most comprehensive and responsive care for cancer survivors. All of the clinical care chapters include case studies to illustrate the real world application of these approaches in cancer survivors. Information about sources of referral, both within and outside the traditional health care communities, will be provided in tabular form. There is no other text that provides both an overview of the problems and their

challenges case illustrations of direct application and the reality of reimbursement for such care The editors hope that there may be no need for the clinician or the survivor to adapt to a new normal if the presenting problems are understood and handled from an interdisciplinary perspective as outlined here

From Cancer Patient to Cancer Survivor: Lost in Transition National Research Council, Institute of Medicine, 2006-04-27 This report of the proceedings of a symposium held in conjunction with the release of the IOM report *From Cancer Patient to Cancer Survivor: Lost in Transition* represents an effort on the part of the American Society of Clinical Oncology ASCO the National Coalition for Cancer Survivorship NCCS and the Institute of Medicine IOM to further disseminate the findings and recommendations of the IOM report and to take the next step toward implementation of those recommendations The symposium and this report serve as important vehicles to raise awareness fill gaps that have existed in cancer patients long term care and chart a course for quality care for cancer survivors and their families More than 100 stakeholders in the cancer community including survivors advocates healthcare providers government officials insurers and payers and researchers participated in the symposium This report culminates a series of work at the IOM focused on cancer survivorship The idea to embark on a major study of cancer survivorship within the National Academies originated with the National Cancer Policy Board NCPB The NCPB was established in 1997 in the IOM and the National Research Council's Division of Earth and Life Studies at the request of the National Cancer Institute NCI the National Institutes of Health and the President's Cancer Panel The NCPB identified emerging policy issues in the nation's effort to combat cancer and prepared reports that address those issues including a series of reports on topics ranging from cancer prevention to end of life care

Advancing the Science of Implementation across the Cancer Continuum David A. Chambers, Cynthia A. Vinson, Wynne E. Norton, 2018-10-03 While many effective interventions have been developed with the potential to significantly reduce morbidity and mortality from cancer they are of no benefit to the health of populations if they cannot be delivered In response to this challenge *Advancing the Science of Implementation across the Cancer Continuum* provides an overview of research that can improve the delivery of evidence based interventions in cancer prevention early detection treatment and survivorship Chapters explore the field of implementation science and its application to practice a broad synthesis of relevant research and case studies illustrating each cancer focused topic area and emerging issues at the intersection of research and practice in cancer Both comprehensive and accessible this book is an ideal resource for researchers clinical and public health practitioners medical and public health students and health policymakers

Everyone's Guide to Cancer Survivorship Ernest Rosenbaum, Holly Gautier, 2011-10-01 This book was written both for survivors and health professionals some of whom are cancer survivors too Our goal is to provide you with a survivor's road map Dr Ernest H Rosenbaum More than 30 medical professionals reveal insights on surviving cancer to empower cancer survivors and their caregivers as well as the doctors who manage their continued care The CDC's National Action Plan for Cancer Survivorship estimates that there are 9.6 million persons living following a cancer diagnosis And this

number is strictly related to patients It does not include family members friends or caregivers For anyone approaching life from the perspective of remission respected oncologist Dr Ernest Rosenbaum leads a team of 34 oncology specialists and medical contributors some of whom are both doctors and survivors themselves in creating a guide specifically geared for cancer survivorship The growing number of people approaching life post cancer will find solace understanding and opportunity with information specifically geared to managing the lingering effects of cancer treatment such as Lifestyle changes to improve health and longevity What survivors need to know following anticancer therapy How to manage the side effects of chemotherapy and radiation therapy How to set goals for the future

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