

A diagnosis of breast cancer can have a major impact on many areas of a person's life, including their employment.

Breast Cancer Care has produced the EMPLOY Charter to provide employers with guidance on best practice in supporting staff members who have breast cancer. The charter also points out the legal employment rights of cancer patients and the employers' responsibilities under disability discrimination law in the UK.

Employees may find it useful to give their employers this charter and the booklet, **The EMPLOY Charter - Information for employers**, when discussing their diagnosis.

For more information and to order **The EMPLOY Charter - Information for employers**, visit [www.breastcancercare.org.uk/employ](http://www.breastcancercare.org.uk/employ)

The EMPLOY Charter is supported by



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### Breast Cancer Care

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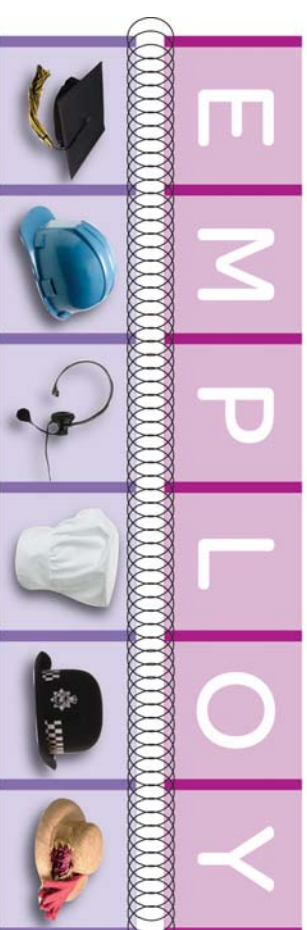
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Email: [info@breastcancercare.org.uk](mailto:info@breastcancercare.org.uk)

Breast Cancer Care is the UK's leading provider of information, practical assistance and emotional support for anyone affected by breast cancer. All our services are free.

For more information visit [www.breastcancercare.org.uk](http://www.breastcancercare.org.uk) or call the Breast Cancer Care helpline free on **0808 800 6000** (for Typetalk prefix **18001**).



# The EMPLOY Charter

## Breast Cancer Care's guide to best practice in the workplace

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# The EMPLOY Charter

## Breast Cancer Care's guide to best practice in the workplace

This flyer is an easy reference guide to the EMPLOY Charter. For more information see the booklet, **The EMPLOY Charter - Information for employers.**

### **E**mployer-employee dialogue

An employee with breast cancer should have the opportunity (but not the obligation) to have regular meetings with their employer to discuss the impact of their diagnosis on employment. Meetings should include discussion around reasonable work adjustments, time off needed, arrangements for transfer/effective management of the employee's work during sickness absence, phased return to work after time off and the possibility of flexible working.

### **M**oney matters

The employer should provide clear information on an employee's financial entitlements including company and statutory sick pay and other relevant company benefits. The employee should be signposted to sources of specialist financial advice.

### **P**rejudice-free workplace

All employees affected by breast cancer have the right to work in a sympathetic environment, free from prejudice. An employee's privacy should be respected.

### **L**istening to the individual's experience

Everyone's experience of breast cancer is different and the medical treatments required will vary. An employer should take the time to listen to and understand the employee's individual treatment plan, experience of breast cancer and decisions about work, and accommodate the individual employee's needs where possible and reasonable.

### **O**ff work time

An employee with breast cancer should not have to use annual leave for medical appointments, treatment and recovery from treatment, including breast reconstruction surgery. An employee should be able to attend prosthesis fittings and hair loss services where necessary, as well as emotional support services, through flexible working arrangements.

### **Y**our responsibilities under disability discrimination law

People with cancer are covered by the Disability Discrimination Act. Their employer is required to make reasonable adjustments to help them at work. An employee should not be treated less favourably than colleagues because of their breast cancer or for a reason relating to their breast cancer, nor should they be subjected to harassment.

**Some of the information in this charter is of a legal nature. It is intended solely to provide an overview. No responsibility can be accepted for the completeness or accuracy of the legal information and professional legal advice should be sought in relation to any specific situation.**