

Cancer Prevention in Action | Ibero American Action League

Actions Against Cancer

Mission: The Ibero American Action League and all its affiliates mission is a dual language multi-service agency that uplifts, empowers, and advocates for Latinos and the under-served to achieve equity and become fully valued community members.

Vision: To be recognized and transformative in achieving equity in New York States' Latino Community.

Rationale: Ibero American Action League and its affiliates are committed to be a leader in New York State and are taking actions against cancer by implementing cancer prevention policies to encourage and support employees to have a work / life balance and create a measurable employee wellness benefit. Cancer Screening tests can detect cancers early, when they are most easily treated. Early detection can lead to better health outcomes and save lives. In addition, preventive cancer screenings can improve workforce health.

1. The Dawn Bird & Grisell Marin Paid Time Off for Cancer Screening Benefit:

Ibero American Action League and its affiliates have implemented The Dawn Bird and Grisell Marin Paid Time Off Cancer Screening Benefit for all employees to receive eight hours paid time off annually to undergo a cancer screening exam for all cancers. Employees are entitled to this benefit, Paid Time Off for Cancer Screenings when scheduled during the employees' regular work hours for the detection of all cancers. Paid leave for cancer screening is not cumulative and expires at the close of business on the last day of each calendar year. Employees may request the benefit in two-hour increments to afford time for multiple cancer screening exams each year if needed. Employees must request this time off one week prior to the exam unless circumstances arise to allow a screening in under the time frame and the employee must contact a supervisor as soon as possible for approval. The employee should provide written verification from their health care provider which verifies attendance at the screening. Details on the type of screening are not required and not sought for employee confidentiality. The time off request can be attached to the written verification and appended to the employee's time sheet when submitted.

Communication: This policy will be shared and promoted with all employees to encourage the use of the benefit to detect cancers early when they are most successful to treat. Methods of distribution to include but not limited to email reminders, newsletter updates, cancer awareness months, direct mailers, paycheck stuffer, new employee orientation and yearly in-services, radio messages, social media posts or flyer's or rack cards in employee shared areas.

Rationale: Skin Cancer is the most common cancer in the United States. Exposure to ultraviolet (UV) radiation in sunlight causes nearly all skin cancer cases. The risk for skin cancer can be greatly reduced when certain precautions are practiced. Therefore, Ibero American Action League and its affiliates are committed to promoting sun safety practices to visitors and employees and will implement the following sun safety policy to take actions against cancer.

2. Cancer Prevention Policy for Sun Safety:

Ibero American Action League and its affiliates are committed to promoting sun safety practices to visitors and employees and will implement the following sun safety policy to take actions against the most common cancer in the United States. Ibero will promote basic personal strategies for preventing skin cancer for visitors and employees during outdoor activities for recreation and outdoor work assignments. Visitors and employees will be encouraged to wear sun protective clothing including sunglasses, lightweight long sleeve shirts and pants, and wide brimmed hats. In addition, visitors and employees will be encouraged to apply sunscreen with a minimum of SPF15 and seek out shade often.

Communication: Ibero American Action League and its affiliates will communicate sun safety practices through but not limited to email reminders, newsletter updates, cancer awareness months, direct mailers, paycheck stuffer, new employee orientation and yearly in-services, radio messages and social media posts, or flyer's or rack cards in employee shared areas.

Planning: Ibero American Action League and its affiliates will plan outdoor activities for visitors and employees including an assessment of shade availability of existing shade areas and the possibility of shade products for high-use areas during future expansions.

Policy Monitoring and Review: Ibero American Action League will evaluate and revise these cancer prevention policies on an annual basis. Data will be captured for the Paid Time Off for Cancer Screening Benefit utilization each calendar year through Payroll. The metric can be used to determine the investment percentage of employees using the benefit for the organization to support employee wellness.

Metric example; 180 employees, 18 employees used eight hours each for cancer screening exams = 10% of the organization used Ibero's wellness benefits.

Or Ibero invested 144 hours (about 6 days) of time into employees getting screened for cancer.

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