

PROMOTING HEPATITIS B &
LIVER CANCER WELLNESS IN
THE GLOBAL WORKPLACE

Developed by Asian Liver Center at Stanford University

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THE BASICS OF HEPATITIS B & LIVER CANCER

BACKGROUND

CHRONIC HEPATITIS B VIRUS (HBV) is the most common serious liver infection, and can lead to premature death from liver cancer or liver failure. However, it can be prevented with vaccination, and there are treatments as simple as a pill a day that would prevent disease progression. An inexpensive, one-time blood test will determine whether an individual is chronically infected and needs medical evaluation for monitoring or treatment.

1 IN 29



About 1 in 29 people in the world (240 million individuals) is living with chronic HBV infection.

97 MILLION



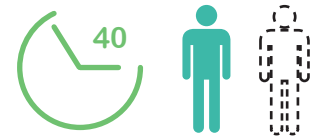
The burden of disease is greatest in Asia. China alone has an estimated 97 million people chronically infected.

1 IN 4



Without appropriate medical management, 1 in 4 of those chronically infected will die from liver cancer or liver failure.

40 SECONDS



Every 40 seconds, one person dies from the complications of this vaccine-preventable disease.

RISK FACTOR



A major risk factor in the U.S. for chronic HBV infection is having been born in an endemic country where many are infected at birth or during early childhood.

HEALTH DISPARITY



Asian Americans make up only 5% of the U.S. population, but account for more than 50% of chronic HBV cases. Most are unaware because they have no symptoms.

IMMIGRANT HEALTH



Hepatitis B screening is **NOT** required before entry into the U.S.

LIVER CANCER



Liver cancer caused by chronic HBV infection is the second leading cause of cancer death for Asian men living in the U.S.

THE BASICS OF HEPATITIS B & LIVER CANCER

TRANSMISSION

HEPATITIS B is **NOT** spread through food, water, sharing utensils or cups, or casual contact such as shaking hands. Hepatitis B is transmitted in 3 ways:

入 BIRTH: MOTHER-TO-CHILD INFECTION

HBV can be transmitted from a chronically infected mother to her child during the birthing process.

入 BLOODBORNE INFECTION

HBV can be transmitted through direct contact with infected blood. For example, unsafe injection or transfusion, wound-to-wound contact or sharing toothbrushes or razors with contaminated blood.

入 SEXUALLY TRANSMITTED INFECTION

HBV can be transmitted through unprotected sex with a person infected with HBV.

RISK & PREVENTION

VACCINATION is recommended by the World Health Organization for all high-risk adults, healthcare workers, newborns, and unvaccinated children and adolescents younger than age 18 years.

A ONE-TIME BLOOD TEST is recommended for:

入 Anyone born in intermediate and high endemic regions such as Africa, Asia, Middle East, Eastern Europe, and the northern countries in South America (see below)

入 US-born persons not vaccinated at birth whose parents were born in high endemic regions (see below)

Were
YOU
born in a
highlighted region?



Were your
PARENTS
born in a
highlighted region?



If you answered **YES**
to either question,
you may be at risk for
CHRONIC (life-long)
hepatitis B infection.

Get a **one-time**
blood test.



If you answered **NO**
to both questions,
get **VACCINATED.**



EMPLOYER CHECKLIST

HEALTH PROMOTION IN THE WORKPLACE: HEPATITIS B & LIVER CANCER

A SUMMARY OF RECOMMENDATIONS is outlined in the table below. Additional details follow in the next section with supplementary resources listed in the Appendix.

RECOMMENDATION	GOAL(S)
Review employee healthcare coverage	Provide access to hepatitis B vaccination, treatment, and long-term management services through employer-sponsored health insurance and/or by providing supplemental coverage to augment services provided through the government.
Review HR policy	Ensure the company is not engaging in discriminatory hiring, firing and promotion policies or practices
Educate employees	<ul style="list-style-type: none">• Help employees understand the prevalence of chronic hepatitis B and its linkage to liver cancer• Help employees understand the routes of transmission to eliminate disease stigma and discriminatory behaviors• Promote screening, vaccination of the unprotected, and chronic disease management of the infected
Offer voluntary confidential onsite screening	Promote preventative behavior and time-savings
Offer confidential onsite vaccination or offsite vaccination reimbursement	Promote preventative behavior and time-savings

EMPLOYER CHECKLIST

HEALTH PROMOTION IN THE WORKPLACE: HEPATITIS B & LIVER CANCER

REVIEW EMPLOYEE HEALTHCARE COVERAGE

Provide access to hepatitis B vaccination, treatment, and long-term management services through employer-sponsored health insurance and/or by providing supplemental coverage to augment services provided through the government.

PREVENTATIVE SERVICES

One-time, confidential and voluntary blood test for hepatitis B surface antigen (HBsAg) to check for chronic infection, and hepatitis B surface antibody (anti-HBs) to check for immunity, and voluntary counseling before and after the blood test

Hepatitis B vaccination for the unprotected

Prenatal HBsAg screening of pregnant employee or spouse for chronic hepatitis B infection; hepatitis B vaccination of all newborns within 12 hours of birth; additional administration of hepatitis B immunoglobulin (HBIG) to newborns to HBsAg positive mothers and blood test to make sure the baby is protected after completing the vaccine series

LONG-TERM MANAGEMENT AND TREATMENT SERVICES

Doctor consultations and blood tests

Antiviral therapy

Liver cancer screening

Hepatitis A vaccination

Hospitalization

REVIEW HR POLICY TO STOP DISCRIMINATORY POLICIES AND PRACTICES

In some Asian countries, a blood test for hepatitis B may be required before being hired and some companies may not hire an individual who tests positive. These actions are unfounded and discriminatory. We encourage employers to:

Assess company hiring, firing, and promotion policies and practices, especially in locations outside the US

Eliminate corporate policies or practices that discriminate against existing or potential employees infected with hepatitis B

Disclose and publicize your anti-discrimination stance to your employee base and the general public

EMPLOYER CHECKLIST

HEALTH PROMOTION IN THE WORKPLACE: HEPATITIS B & LIVER CANCER

EDUCATE EMPLOYEES

Educating employees about risk and the benefits of testing and vaccination can promote a deepened understanding of the value in prevention. It can also prevent fear and discriminatory behavior in the workplace. Consider using the following methods:

Health solutions tools such as online Health Risk Assessments

Onsite educational campaigns, talks, or resources

OFFER ONSITE HEPATITIS B SCREENING (US LOCATIONS ONLY)

Consider offering voluntary, confidential onsite hepatitis B screening in US locations during biometric events or at onsite clinics. The following people should be offered the one-time blood test:

Anyone born in countries and regions with an intermediate or high prevalence of HBV infection, such as Africa, Asia, Middle East, Eastern Europe, and the northern countries in South America

US-born persons not vaccinated at birth whose parents were born in regions with a high prevalence of HBV infection

In some countries like China where hepatitis B discriminatory practices for hiring and firing are still common, onsite screening may not be wise. Employees may fear professional consequences if results are positive. Encourage employees to get tested at an offsite clinic or with their personal doctor, to check whether they are protected.

OFFER ONSITE HEPATITIS B VACCINATION OR REIMBURSEMENT FOR OFFSITE VACCINATION (ALL LOCATIONS)

The hepatitis B vaccination is a set of three separate shots given over a 6-month period and would provide long-term protection from hepatitis B.

Employers can consider offering voluntary onsite hepatitis B vaccination or reimbursing employees for getting offsite vaccination.

HONEYWELL CHINA

Approximately 10 percent of the Chinese population is chronically infected with hepatitis B. Due to lacking education and stigma, some companies discriminate against employees who are chronically infected. This is both illegal and unfounded.

In recognition of World Hepatitis Day (July 28), Honeywell China launched an education campaign in July 2013 to reach 12,000 of their China-based employees. Through culturally appropriate messages, video, and educational posters in the workplace, employees learned about hepatitis B risk, transmission, and the benefits of prevention.



Top Left: Risk assessment posters are hung on campus to educate employees.

Bottom Left: Honeywell employees receiving Jade Ribbon Campaign bracelets, representing the global effort to combat hepatitis B and liver cancer.

LOCKHEED MARTIN

Lockheed Martin's campus in Sunnyvale, California is home to more than 6,000 employees. In May 2013, the company's Wellness Center and Asian Employee Resource Group--Asian Leadership and Mentoring Association--partnered to disseminate hepatitis B and liver cancer education electronically and onsite, followed by voluntary, confidential screening.

The Lockheed Martin Wellness Center continues to offer confidential, free screening and access to vaccination for the unprotected.



Top Left: Dr. Sam So, professor of surgery and Director of the Asian Liver Center at Stanford University, talks to employees about hepatitis B and encourages them to get screened.

Top Right: Risk Assessment posters are displayed on campus in a high traffic area to promote awareness.

Bottom Left: Lockheed employees are encouraged to visit lockheed.hepbhra.org to assess their risk and get actionable prevention recommendations. A notification about the campus Wellness Center's screening services is also included.

DISCRIMINATION

In December 2013, *The Atlantic* reported on the continued discrimination employees face in China during the hiring process ⁽¹⁾

“

This process survives... because of ignorance about how the [hepatitis B] virus is transmitted combined with public fear of the illness and the people who carry it.”

The Atlantic

By Shako Liu

China's Struggle With Hepatitis B Discrimination

When Jack Wei graduated from college in 2006, he, unlike many of his classmates, decided not to apply for the big companies that he wanted to work for in Shanghai. His reasoning had little to do with a lack of courage, talent, or will, but rather something simpler: Wei was afraid of being rejected because he is a Hepatitis B carrier, and in China, this is a major obstacle to getting a job.

Wei then settled for work at a small company and stayed there for three years. In 2009, having found the courage to again apply for a major company, he received a job offer. But before he could begin, the company turned him away: He had tested positive for Hepatitis B. Discouraged and despaired, the then-26-year-old gave up job hunting.

“I felt like I fell into a hole and couldn’t get up,” Wei recalled. “It gradually pushed a normal person like me into depression.”

A combination of poor needle hygiene, a heavy reliance on injections and infusions in medical care, and a low vaccination rate have exposed a large number of Chinese people to Hepatitis B, and the virus’ victims are then often subject to

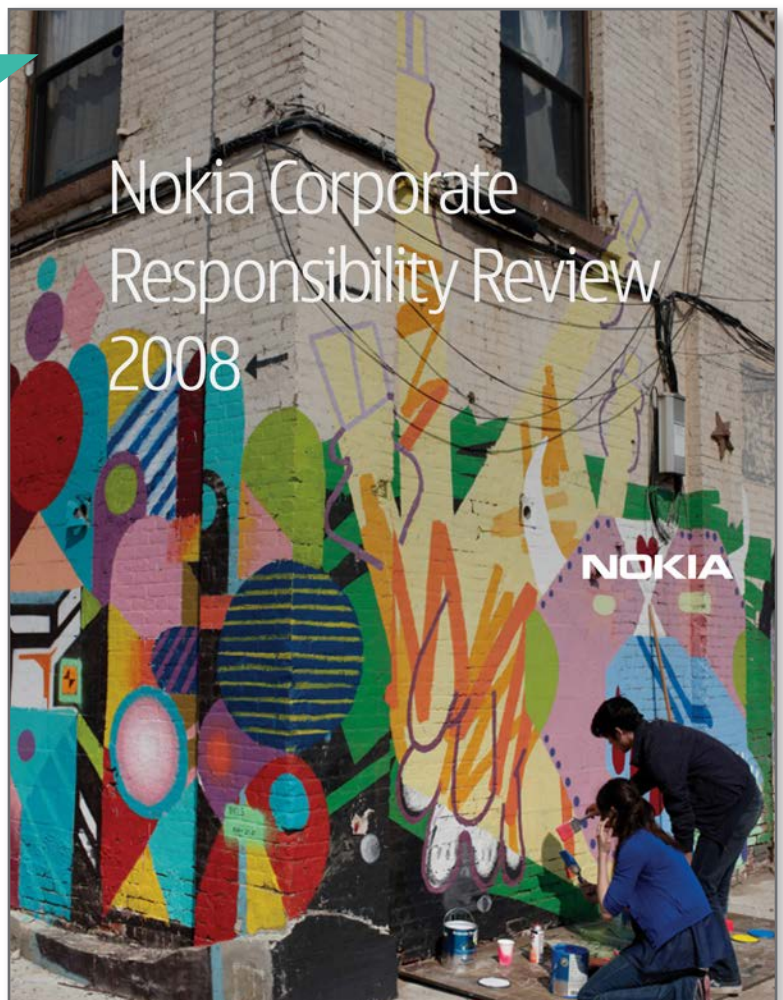
(1) <http://www.theatlantic.com/china/archive/2013/12/chinas-struggle-with-hepatitis-b-discrimination/281994/>

DISCRIMINATION

Nokia was sued for hepatitis B employment discrimination. This led the company to eliminate discriminatory practices and instead offer hepatitis B awareness training and voluntary vaccination for their employees in China.

“

...a case was brought against Nokia by someone who claimed our operation in Dongguan decided not to hire him after a medical evaluation ordered by the company revealed he had hepatitis B. Nokia investigated the case to establish whether the Dongguan unit was in breach of our global policy. After this incident we reviewed the whole blood testing procedure in China and stopped testing for hepatitis B as part of the pre-employment medical evaluation. Instead, we now offer awareness training that provides accurate information on the disease and its contagiousness to help end discrimination against people with hepatitis B. We also offer voluntary hepatitis B vaccinations to our employees in China.” (2)



(2) Nokia Corporate Responsibility Review 2008, p. 54, available at <http://i.nokia.com/blob/view/-/262060/data/2/-/nokia-cr-report-2008-pdf>

SUPPLEMENTARY RESOURCES

EDUCATIONAL TOOLS



Know HBV

Educational brochure about risk, transmission, and prevention. It also contains guidance for the chronically infected. Available for download in multiple languages at yucorps.org



Hepatitis B & Moms-to-Be

Educational brochure for mothers and mother-to-be. Readers learn how to protect their newborns from transmission and how to care for themselves if they are chronically infected. Available for download in multiple languages at yucorps.org



Risk Assessment Posters

Simple but critical messaging about hepatitis B using concise imagery. Available for download in English and Chinese at yucorps.org

HELPFUL LINKS

Asian Liver Center at Stanford University

yucorps.org
liver.stanford.edu

Global Business Group on Health

www.businessgrouphealth.org/global

U.S. Centers for Disease Control and Prevention

www.cdc.gov/knowhepatitisB
www.cdc.gov/hepatitis/HBV/
www.cdc.gov/hepatitis/IOMnews.htm

World Health Organization

www.who.int/csr/disease/hepatitis/en/

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*The Jade Ribbon spreads
awareness and supports
people worldwide living
with chronic hepatitis B
and liver cancer*
