



**Accreditation Application**  
*CEO Cancer Gold Standard™*

**Implementation Guide**

# *Gold Standard Accreditation Application*

## **Pillar 1: Tobacco Use**

### **1a: Establish and enforce tobacco-free worksite policies**



#### **Key Messages About Tobacco Use Requirement #1a**

- This one is straightforward – your organization must have a comprehensive tobacco-free (not simply smoke-free) policy that is communicated and enforced.
  - It must be an employment policy, and therefore, apply to all US-based employees, in all sites and facilities, whether they are owned, leased or shared.
  - The policy must apply to your entire worksite – both indoors and outdoors – including in vehicles and in parking lots, and for leased/shared facilities, the use of tobacco must be prohibited near the entrances to your buildings. The distance (i.e. # of feet) will vary based upon your circumstances.
  - Providing designated areas for smoking or separately ventilated facilities is not permissible.
  - Communications messages should be positive: “We care about your health” and “here are the programs and support we’re offering to help you stop using tobacco”.
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- ☑ Our tobacco-free worksite policy is specifically worded to be tobacco-free rather than smoke-free.
  - ☑ Our tobacco-free worksite policy is in place and applies to all U.S. based employees, including temporary workers, contractors and visitors, at all of our U.S. sites
  - ☑ Indoors: Our policy prohibits the use of tobacco within all company facilities at all U.S. sites, whether our facilities are owned, leased or shared.
  - ☑ Outdoors: Our policy prohibits the use of tobacco on company grounds or campus at all of our U.S. sites, whether the grounds are owned, leased, or shared.
  - ☑ Our policy prohibits the use of tobacco in all employee vehicles on our company grounds.
  - ☑ Our policy prohibits the use of tobacco in company-owned or company-leased vehicles regardless of their location.
  - ☑ Our tobacco-free worksite policy includes procedures for enforcement.

- ☑ Our tobacco-free worksite policy is communicated to all employees, temporary workers, including contractors, and to visitors to our sites.

## **1b: Ensure that health benefit plans include coverage at no cost for evidence-based tobacco treatments (counseling and medications).**



### **Key Messages About Tobacco Use Requirement #1b**

- This one is straightforward – all health benefits plans must include 100% coverage for counseling and medications since they are considered to be evidence-based tobacco-cessation treatments. See page 7 of the US Department of Health and Human Services Document, [Treating Tobacco Use and Dependence: 2000 Update](#), for a listing of evidence-based treatments.
  - No deductibles, no co-pays, and no co-insurance may apply.
  - “Health benefit plans” may include reimbursement accounts or any other third party vendor arrangement whereby employees, and any dependents who are covered under your health benefit plans, receive 100% reimbursement for all evidence-based tobacco-cessation treatments (counseling and medications).
  - It applies to all plans, whether self-insured or fully insured, including products such as HMOs. The only exception is out-of-network benefits under a POS plan, provided 100% coverage is available in-network.
  - Note that medications means Rx and OTC.
  - For Rx medications, note that a) generic substitutes are acceptable and b) not all FDA-approved tobacco-cessation medicines must be covered at 100%; at least one Rx prescription medication must be covered in full, that is, at no cost to the employee or covered dependent.
  - While the *Gold Standard* requires 100% coverage for Rx and OTC tobacco-cessation medications, it is reasonable for an employer to communicate a limitation on the coverage. The limitation may be, for example, a specific number of quit attempts in a given time period or perhaps a dollar amount. This is an effective way of ensuring that individuals are serious about tobacco cessation when they seek assistance. However, if an employee exceeds the limitation and has been unsuccessful in his or her attempts to quit, it is recommended that a *Gold Standard* organization continue to pay for the medications at 100% provided the employee demonstrates a sincere interest and willingness to quit. It is left to the employer’s discretion to identify the best way of assessing the employee’s commitment to quitting. The goal is to ensure that individuals receive the most effective assistance in quitting the use of tobacco while managing company dollars at the same time.
- ☑ All of our health benefit plans include coverage for tobacco-cessation assistance for enrolled employees and their covered dependents at no cost to the employee.

We understand that the definition of “health benefit plan” may include reimbursement accounts or third party vendor arrangements whereby employees receive 100% reimbursement for all evidence-based tobacco-cessation treatments including counseling, prescription medicines and over-the-counter medicines.

- ☑ We cover counseling for tobacco cessation at 100%, that is, our employees and covered dependents are not required to pay a deductible, a co-pay or co-insurance.
- ☑ We cover at least one tobacco-cessation prescription medicine (examples: Zyban, Chantix) at 100%, that is, our employees and covered dependents are not required to pay a deductible, a co-pay or co-insurance.
- ☑ We cover tobacco-cessation over-the-counter (OTC) Nicotine Replacement Therapy (NRT) medicines (examples: gum, patch, lozenges) at 100%, that is, our employees and covered dependents are not required to pay a deductible, a co-pay or co-insurance.

### 1c: Establish workplace-based tobacco-cessation initiatives



#### Key Messages about Tobacco Use Requirement #1c

- An organization must have onsite programs.
  - What is required is evidence that your organization has made a concerted effort to offer programs that will help employees quit the use of tobacco.
  - Over time, it is expected that your organization would be able to provide evidence that your programs are successful, i.e. that the number of tobacco users is reduced as a result of your program.
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- ☑ We have workplace-based initiatives in place, such as quit lines, smoking cessation seminars, onsite support groups, lunch ‘n learns and other workplace-based programs to help our employees quit the use of tobacco.

*Please briefly describe your workplace-based initiatives in the area of tobacco cessation. In four or five bullets, list specific examples of what you are doing at your work site to promote tobacco cessation above and beyond the requirements of 1a and 1b.*

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### **Suggestions for Workplace-based tobacco-cessation initiatives**

- Offer a quit line service through any vendor of your choosing.
- Offer onsite smoking cessation classes.
- Offer counseling in onsite clinics.
- Offer onsite support groups to help employees discontinue tobacco use.
- Provide direct financial reimbursement to employees who attend smoking cessation classes or counseling off site.
- Add a smoking cessation component to the company Employee Assistance Program (EAP).
- Encourage and reward participation in community events such as the American Cancer Society's Great American Smokeout.
- Designate November as tobacco-cessation education month – to coordinate with Great American Smokeout.
- Offer onsite seminars, and utilize company website, and other media as appropriate to educate employees about the link between tobacco use and cancer.
- Establish “hot links” to websites that are key tobacco-cessation resources.
- Make “Self-help” print materials available.
- Conduct Health Risk Appraisals (HRA) to determine employees’ tobacco-use patterns to help you identify intervention programs.
- Consider differential charges for health and life insurance premiums for tobacco users.

*This list of suggestions is intended to serve as a guide. They are not all required nor is it an all-inclusive list. There may be many other ways of meeting this Gold Standard requirement.*

## Pillar 2: Diet & Nutrition

### 2a: Sustain a culture that supports healthy food choices.



#### Key Messages About Diet & Nutrition Requirement #2a

- An organization must demonstrate that their company culture promotes and encourages healthy food choices, by citing specific steps your organization has taken to make it easier for employees to maintain a healthy diet.
- Educating employees about the link between cancer and obesity and cancer and poor nutrition is advisable.
- ☑ We have programs or initiatives in place that promote and encourage healthy food choices, designed to make it easier for our employees to maintain healthy diets
- ☑ We are confident that our employees are likely to describe our company culture as one that is supportive of healthy eating habits.

#### Suggestions for establishing a culture that supports healthy food choices

- Develop a communication plan to educate employees on connection between obesity and cancer.
- Develop a communication plan to educate employees on healthy eating choices.
- Distribute “guides to healthy eating” to employees who travel frequently or often dine out.
- Contract with food service vendors who will collaborate on a healthy menu and will provide nutritional information about food served.
- Sponsor onsite workshops with nutrition experts from local hospitals or clinics.
- Require healthy options for meals served at company meetings and events, including workday meetings of small groups.
- Offer nutrition counseling in onsite clinics.
- Offer healthy options in company cafeterias, breakrooms, and/or vending machines.
- Subsidize healthy food selections and charge higher rates for high-fat and less nutritious meals.
- Create “hot links” to web-based information about the importance of a healthy diet.
- Conduct Health Risk Appraisals (HRA) to determine employees’ eating habits to help you design effective programs.

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## **2b: Provide access to nutrition/weight control programs.**



### **Key Messages About Diet & Nutrition Requirement #2b**

- An organization must provide easy access to nutrition and weight control programs.
- Programs may be onsite or offsite.
- You may use a broad-based approach rather than a single program.
- Efforts should focus on long-term success, with a specific goal of employees attaining -- and maintaining -- a healthy weight.

- We offer our employees a variety of nutrition and weight control programs

*Describe your workplace-based nutrition and weight control programs and how they contribute to a company culture that supports healthy food choices. In four or five bullets please list specific examples of what your organization has done in order to make it easier for employees to maintain a healthy diet.*

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### **Suggestions to help employees follow proper eating habits**

- Provide nutrition guides and materials to your employees.
- Develop incentive programs, including financial incentives, to encourage employees to participate in weight-control and/or healthy eating programs.
- Sponsor onsite programs such as Weight Watchers, etc.
- Subsidize cost of programs such as Weight Watchers for employees who are not based at your major company sites (e.g. field sales force employees).
- Cover nutritional counseling under health benefit plans.
- Offer nutritional counseling on site.
- Subsidize nutritional counseling off site.
- Provide “hot links” to web-based resources.

- Offer Lunch 'n Lunch workshops
- Invite registered dieticians from your local hospital to speak at lunchtime seminar

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## Pillar 3: Physical Activity

### 3a: Sustain a culture that promotes physical activity



#### Key Messages About Physical Activity Requirement #3a

- An organization must demonstrate that their company culture promotes and encourages physical activity.
  - Provide examples of steps your company has taken to encourage employees to be physically active.
  - Over time, it is expected that your organization would be able to provide evidence that your culture supports physical activity as measured by an increase in the level of physical activity within your employee population.
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- ☑ We have programs or initiatives in place that promote and encourage physical activity, in order to make it easier for employees to be physically active.
  - ☑ We are confident that our employees are likely to describe our company culture as one that is supportive of physical activity.

#### Suggestions for offering a culture that promotes physical activity

- Develop incentives to encourage employees to be physically active. Rewards might include fitness-related items such as pedometers, gym bags, etc.
- Encourage participation in cancer-related events such as Race for the Cure, Relay for Life, etc. and match employees' registration fee for same.
- Promote individual and team participation in ongoing community- based physical activities (e.g. recreational or sports leagues, etc.).
- Sponsor on-going monthly contests or competitions, e.g., recognition lunch-ins for departments or teams that win, gift certificates to athletic supply stores, etc.
- Create a section on company website to highlight "Success Stories" or senior leadership's involvement in physical activity, with appropriate consent.
- Provide free or subsidized fitness clubs onsite or subsidize costs of fitness club membership off-site.
- Encourage employees to walk from the train station, etc. to the office.
- Place artwork in stairwells to encourage use.
- Conduct Health Risk Appraisals (HRA) to determine employees' level of physical activity to identify intervention programs.

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### 3b: Demonstrate commitment to eliminating barriers to active lifestyles



#### Key Messages About Physical Activity Requirement #3b

- An organization must demonstrate that they have eliminated barriers to employees having active lifestyles.
  - Provide examples of steps your company has taken to make it easier for employees to maintain an active lifestyle.
  - Some practices that you adopt in order to have a supportive culture also will result in eliminating barriers to having active lifestyles. Onsite fitness centers are a good example.
- We offer programs that are intended to assist employees achieve an active lifestyle.

*Briefly describe your organization's commitment to physical activity and how your initiatives contribute to a culture that promotes physical activity. In four or five bullets please list specific examples of what your organization has done to encourage employees to be physically active.*

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#### Suggestions for Eliminating Barriers to Active Lifestyles

- Provide flextime to allow employees to engage in physical activity.
- Provide safe and accessible stairwells.
- Establish and maintain walking trails.
- Design future buildings to support physical activity.
- Provide parking locations for bicycles at company sites and/or provide bike racks.
- Keep fitness centers open on weekends to encourage family use.
- Provide showers to enable employees to work out before work hours or mid-day.

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## Pillar 4: Prevention Screening & Early Detection

### 4a: Sustain a culture that promotes appropriate cancer-screening behaviors



#### Key Messages About Prevention, Screening and Early Detection Requirement #4a

- An organization must demonstrate that the company's culture promotes and encourages appropriate cancer-prevention vaccines and cancer-screening tests and exams using whatever approaches work best within your organization (e.g. web, newsletters, brochures, seminars, videos, email reminders, etc.).
  - Educating employees about the importance of being vaccinated and/or screened for particular cancers and about when to be vaccinated and/or screened for particular cancers is essential.
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- We offer programs, initiatives and/or we have ongoing employee communication in place in order to advise employees of age and gender-appropriate, recommended cancer-screenings and to promote a high level of participation in screenings
  - We are confident that our employees are likely to describe our company culture as one that actively promotes and encourages age and gender-specific cancer screenings

*Describe the strategies you employ to educate your employees about when to be screened or vaccinated for which particular cancers based on their age and gender, as well as educating them about why it is important to be screened. In four or five bullets please list specific examples of ways in which you encourage employees to obtain the recommended screenings.*

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## **Suggestions for promoting appropriate cancer-screenings**

- Communicate the importance of screening for cancer. Include a recommended schedule of cancer screenings by type of cancer, based on age, sex and risk factors.
- Educate employees about how preventive procedures/tests are covered under your health benefit plans.
- Educate employees about screening procedures that are available on site.
- Encourage employees to work with their healthcare provider to develop a personal plan for cancer screening based on age, sex, and risk factors.
- Make it easy for employees to access screening: e.g. offer onsite or near-site screening programs for skin cancer, prostate cancer and breast cancer (mammography).
- Create a “Personal Stories/Testimonials” section on company website, with employees’ consent.
- Highlight a particular cancer each month to coincide with the American Cancer Society’s cancer for that month.
- Offer programs such as flextime to assist employees in keeping healthcare provider appointments for cancer screening.
- Request that insurance carriers provide personal reminders to employees about the cancer-screening provisions covered under the health benefit plans.
- Set up personalized cancer-screening reminder system on company website – tie to employee’s birthday.

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## **4b: Ensure that health benefit plans include cancer-screening provisions that adhere to the American Cancer Society (ACS) Guidelines or the US Preventive Services Task Force (USPSTF) Guidelines.**



### **Key Messages About Prevention, Screening & Early Detection Requirement #4b**

- This requirement is straightforward -- an organization must cover tests and cancer-screening procedures as recommended by either the ACS or the USPSTF.
- For each particular cancer, an organization may choose to exclusively follow [ACS guidelines](#), exclusively follow [USPSTF guidelines](#), or any combination of the two.

- Again, as with other requirements that involve health benefit plans, all enrolled employees and covered dependents must be included, and all plans (fully insured as well as self-insured) must be included.
- ☑ All of our health benefit plans, including self-insured or fully insured plans such as HMOs, provide coverage for cover cancer screenings for enrolled employees and their covered dependents.
- ☑ All of our health benefit plans provide coverage for vaccines that have been approved by the FDA, and recommended by the CDC, for the prevention of cancer. Currently we are covering Gardasil for the prevention of cervical cancer.
- ☑ All of our health benefit plans cover specific tests and cancer screenings as recommended by either the American Cancer Society (ACS) guidelines or the US Preventive Services Task Force (USPSTF) guidelines, or some combination of the two. Specifically, at a minimum, we certify that all of our health benefit plans meet the following screening requirements:

***Minimum Cancer Screening Requirements for Gold Standard Accreditation***

- **Breast Cancer:** Screening mammography, with or without clinical breast exam (CBE), every 1-2 years for women aged 40 and older.
- **Cervical Cancer:** Pap test, beginning within 3 years of onset of sexual activity or age 21 (whichever comes first), at least every 3 years for women
- **Colorectal Cancer:** Fecal occult blood test (FOBT), every year for men and women aged 50 and older

*Although the US Preventive Services Task Force (USPSTF) modified their recommendation for screening mammography as of November 2009, the minimum screening requirements in order for an organization to be accredited as a CEO Cancer Gold Standard employer remain as stated above. That is, a Gold Standard employer must cover screening mammography, with or without clinical breast exam (CBE), every 1-2 years for women aged **40** or older.*

*If you cover more than the minimum screenings required by the Gold Standard as noted in the bullets above, please tell us which cancer screenings (e.g. Colonoscopy, Flexible Sigmoidoscopy, PSA, etc.) you are covering.*





- Offer health benefit plans that cover cancer-screening tests/exams and vaccines at a level of cost-sharing that is not a barrier to obtaining recommended screenings and vaccines. You may do this by:
  - eliminating/waving deductibles for screenings
  - covering screenings at no cost
  - covering screening with a low co-pay
  - covering screenings after a low deductible

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## Pillar 5: Access to Quality Treatment & Clinical Trials

### 5a: Provide education and promotion of cancer clinical trials



#### Key Messages About Access to Quality Treatment and Clinical Trials Requirement #5a

- This requirement focuses on education; it is about raising awareness about cancer clinical trials, using approaches and/or media that work best within your organization (e.g. web, newsletters, brochures, seminars, videos etc.) so that more individuals will consider participating in a trial.
  - An organization should educate employees about cancer clinical trials and the value of considering participating in a cancer clinical trial, and how to navigate the trials that are available.
  - The decision to participate in a clinical trial – or decline participation – ultimately resides with the individual and his or her oncologist.
  - Education should be a sustained effort, so that employees are aware of the value of participation in a clinical trial pre-diagnosis, and will, therefore, be equipped to make an informed decision should a cancer diagnosis become a reality.
  - If possible, education should include cancer caregivers, too.
  - We want more individuals to understand that placebos are almost never used in cancer treatment trials.
  - Cancer clinical trials are not “end of life” care and should not be restricted to terminally ill patients. Rather, cancer clinical trials represent optimal care.
  - Many cancer treatments that are used today are the result of past clinical trials, and over time, it is hoped that the Gold Standard will increase the number of adults who participate in trials.
  - The long-term goals are awareness raising, dispelling myths, encouraging trial participation, and eventually increasing participation which in turn may lead to new and more effective treatments for cancer.
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- ☑ Our employees receive ongoing communication and education to raise awareness of the importance and value of cancer clinical trials.
  - ☑ Our goal is to educate employees about cancer clinical trials so that individuals will be better equipped to make an informed decision should a cancer diagnosis become a reality.

*In a few bullets please describe your approaches to educating employees about the importance and value of cancer clinical trials.*



### **Suggestions for Educating Employees about Clinical Trials**

- Educate employees about cancer clinical trials by posting the National Cancer Institute’s booklet “[Taking Part in Cancer Treatment Research Studies](#)” on your intranet.
- Educate employees about how to access information about specific cancer clinical trials by providing “hot links” to web-based resources that provide information on specific trials (e.g. ACS, NCI, clinicaltrials.gov, etc.).
- Provide patients with assistance in navigating the cancer clinical trial system e.g., patient advocacy services, disease management resources, other navigator services.
- Consider designating someone from your medical group to act as a resource person.
- Encourage employees to discuss available treatment options, including clinical trials, with their healthcare provider.
- Offer Lunch ‘n Learn workshops on quality cancer care including clinical trials, and invite outside speakers, appropriate to the particular topic.
- Highlight employee cancer survivor stories on your company website, with emphasis on employees who participated in a trial, with employees’ consent.

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## 5b: Offer health benefit plans that eliminate cost as a barrier to accessing cancer clinical trials.



### Key Messages About Access to Quality Treatment and Clinical Trials Requirement #5b

- Note that sponsors of clinical trials typically pay for investigational drugs and agents, and the *Gold Standard* does not require your health benefits plans to pay for expenses that would otherwise be covered by a trial sponsor.
  - Within the health benefit plans, an organization must remove cost as a barrier to participating in a cancer clinical trial – note that this does not mean “at no cost”. An organization must demonstrate that cost is not a valid reason for an employee to not participate in a cancer clinical trial.
  - Again, as with other requirements that involve health benefit plans, all enrolled employees and covered dependents must be included, and all plans (fully insured as well as self-insured) must pass the “cost is not a barrier” test.
  - Health benefit plans may not exclude regular care/treatment just because an individual is participating in a clinical trial. In other words, a Gold Standard employer ensures that their health insurance covers all cancer treatment under the regular terms of the plan in the same manner for all covered individuals, regardless of whether or not an individual is in a trial.
  - Covering non-medical costs such as airfare is not a requirement of the *Gold Standard*.
  - The goal is to be sure that an individual would not have to decline participation in a clinical trial because of cost.
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- ☑ All of our health benefit plans, including self-insured or fully insured plans such as HMOs, do not specifically exclude coverage for cancer clinical trials, i.e. our health benefits plans do not specifically state that standard cancer treatment will not be covered under the usual terms of our health benefits plans just because an individual elects to participate in a clinical trial.
  - ☑ We understand that investigational drugs or agents are typically paid for by the clinical trial sponsor and would not be the responsibility of our health benefits plan(s).
  - ☑ If an employee or covered dependent elects to participate in a cancer clinical trial, they will not be financially penalized by our health benefits program, i.e. they would receive the same benefits coverage as employees who do not participate in a trial.
  - ☑ All of our health benefit plans cover participation in a cancer clinical trial at a cost-sharing level that does not present a financial challenge to employees who choose to participate in a cancer clinical trial.

## **5c: Ensure that health benefit plans provide access to cancer care at Commission on Cancer-approved facilities and/or NCI-approved cancer centers.**



### **Key Messages About Access to Quality Treatment and Clinical Trials Requirement #5c**

- This requirement is not about clinical trials – it simply addresses providing access to quality cancer treatment in a general sense.
- An employee or covered dependent is not required to receive care at Commission on Cancer-approved facilities and/or cancer centers designated by the National Cancer Institute (NCI) but your plan must allow access to them should the employee wish to be treated there.
- To ensure the availability of quality care, access is required for at least some approved centers within a reasonable geographic vicinity of where your employees live.
- An organization must provide access to cancer treatment at Commission on Cancer-approved facilities and/or NCI-approved cancer centers.
- The Commission on Cancer (CoC), [www.facs.org/cancer/publicabout.html](http://www.facs.org/cancer/publicabout.html), established by the American College of Surgeons, is a consortium of professional organizations dedicated to improving survival and quality of life for cancer patients through standard-setting, prevention, research, education, and the monitoring of comprehensive quality care.
- The Commission on Cancer (CoC) Approvals Program [www.facs.org/cancer/coc/whatis.html](http://www.facs.org/cancer/coc/whatis.html) encourages hospitals, treatment centers, and other facilities to improve their quality of patient care through various cancer-related programs. These programs are concerned with prevention, early diagnosis, pretreatment evaluation, staging, optimal treatment, rehabilitation, surveillance for recurrent disease, support services, and end-of-life care. Over 1400 cancer programs in the U.S. are accredited/approved by the CoC. [www.web.facs.org/cpm/CPMApprovedHospitals\\_Result.cfm](http://www.web.facs.org/cpm/CPMApprovedHospitals_Result.cfm)
- The National Cancer Institute (NCI) [www.cancer.gov](http://www.cancer.gov), a component of the National Institutes of Health, coordinates the National Cancer Program, which conducts and supports research, training, health information dissemination, and other programs with respect to the cause, diagnosis, prevention, and treatment of cancer, rehabilitation from cancer, and the continuing care of cancer patients and the families of cancer patients.
- NCI-Designated Cancer Centers - [http://cancercenters.cancer.gov/cancer\\_centers/](http://cancercenters.cancer.gov/cancer_centers/) are characterized by the capability to integrate scientific excellence, trans-disciplinary research, and high quality patient care. They play a vital role in advancing towards our goal of reducing the burden of cancer. A complete list of contact information is available at [http://cancercenters.cancer.gov/cancer\\_centers/cancer-centers-list.html](http://cancercenters.cancer.gov/cancer_centers/cancer-centers-list.html), with list options by state, region, or Cancer Center name.

- ☑ All of our health benefit plans, including self-insured or fully insured plans such as HMOs, provide access to cancer treatment for enrolled employees and their covered dependents at Commission on Cancer-approved facilities [www.web.facs.org/cpm/CPMAApprovedHospitals\\_Result.cfm](http://www.web.facs.org/cpm/CPMAApprovedHospitals_Result.cfm) and/or cancer centers designated by the National Cancer Institute (NCI) [http://cancercenters.cancer.gov/cancer\\_centers/index.html](http://cancercenters.cancer.gov/cancer_centers/index.html)

*Describe the access your employees have to quality cancer treatment. Please list a few examples of centers where your employees may receive cancer treatment.*



### **Suggestions for Ensuring Access to High-Quality Care**

- Direct cancer patients (or family members) to patient support resources and information via tollfree numbers and web-based information.
- Establish partnerships with community agencies to provide educational material and offer programs.
- Establish a "buddy system" whereby employees or retirees volunteer to take cancer patients to their treatments.

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