



HEPATITIS B: PROMOTING EDUCATION & DISCRIMINATION-FREE WORKPLACES IN CHINA

An Employer Support Kit for
Human Resources, Benefits,
Wellness & Health Promotion Staff

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SECTION 1: EDUCATIONAL PROGRAMMING

Routine education helps to promote a healthy workforce and stop discrimination. It should also accompany any employer-sponsored vaccination or testing.

What are the key messages I should share with employees?

<i>Don't discriminate!</i>	Hepatitis B is NOT spread through casual contact or by sharing food or drinks. It is only spread through birth, blood, or sex.
<i>Know your status!</i>	Knowing your hepatitis B status helps you to take the next best steps to stay healthy!
<i>Get treated!</i>	If you are hepatitis B-positive, get routine medical monitoring and follow-up care to prevent liver cancer.
<i>Get vaccinated!</i>	The 3-shot vaccination can provide life-long protection from hepatitis B if you're unprotected.
<i>Protect newborns!</i>	Mothers-to-be should have their babies vaccinated at birth.

What are best practices for creating an engaging educational program?

Every company has a different culture and needs. While each employer's hepatitis B program will look different, here are some steps you can consider to build or enhance your educational program.

Step 1: Choose your partners!

Identify relevant, internal departments and team members that you can partner with to reach your employees. This may include but is not limited to:

- Human Resources
- Wellness
- Corporate Social Responsibility
- Communications
- Onsite medical teams/clinics
- Health education
- Health safety
- Employee advocates/volunteers

Step 2: Pick your date!

Offering education around a nationally or internationally recognized day is a great way to introduce hepatitis B education to your employees. You can build on the activities of the global community, giving employees the chance to participate in something meaningful that can also positively impact their communities. This approach tends to be highly motivating. Consider one of the following dates:

- National Liver Protection Day, China (every year on March 18th)
- World Immunization Week, global (every year between April 24th-30th)
- World Hepatitis Day, global (every year on July 28th)

Planning ahead will also give you time to contact the China Health Hotline or Asian Liver Center for questions and support, if necessary. Contact information is below.

Step 3: Identify distribution channels & resources

Having a diverse team formed in Step 2 will help you determine all the best communication channels to disseminate fun resources created internally or by Asian Liver Center. This may include:

Distribution channels to disseminate printed resources such as:

- Brochures
- Banners
- Posters

Distribution channels including company internet, health portals/healthcare libraries, and social media/WeChat, to disseminate digital resources such as:

- Videos
- Emails
- eNewsletters
- Fun and educational messages

In-person opportunities including:

- Health talks
- Health fairs
- Games or contests
- Individual education sessions or consultations around the annual health check-up time

Step 4: Maximize your company Health Risk Assessment (HRA) or Health Assessment (HA)

- A company HRA (or HA) is a paper or online survey asking employees about their different health conditions and risk factors. It is a useful tool for learning more about one's health and what to do about any areas that need attention.
- Ask your HRA vendor if questions about hepatitis B risk are available in their tool. International vendors, ViLife and Wellness Checkpoint, both have hepatitis B modules that can be activated in their HRAs.

Support

China Health Hotline can answer questions about hepatitis B including those relating to testing and vaccination locations.

Web: http://www.12320.gov.cn/qg12320wz/index_en.shtml

Phone: 12320 (in China) / +86 (10) 12320 (outside of China within Asia)

Asian Liver Center at Stanford University, Beijing, is available to help you design and implement your education program and answer questions relating to hepatitis B.

Web: JoinJade.cn

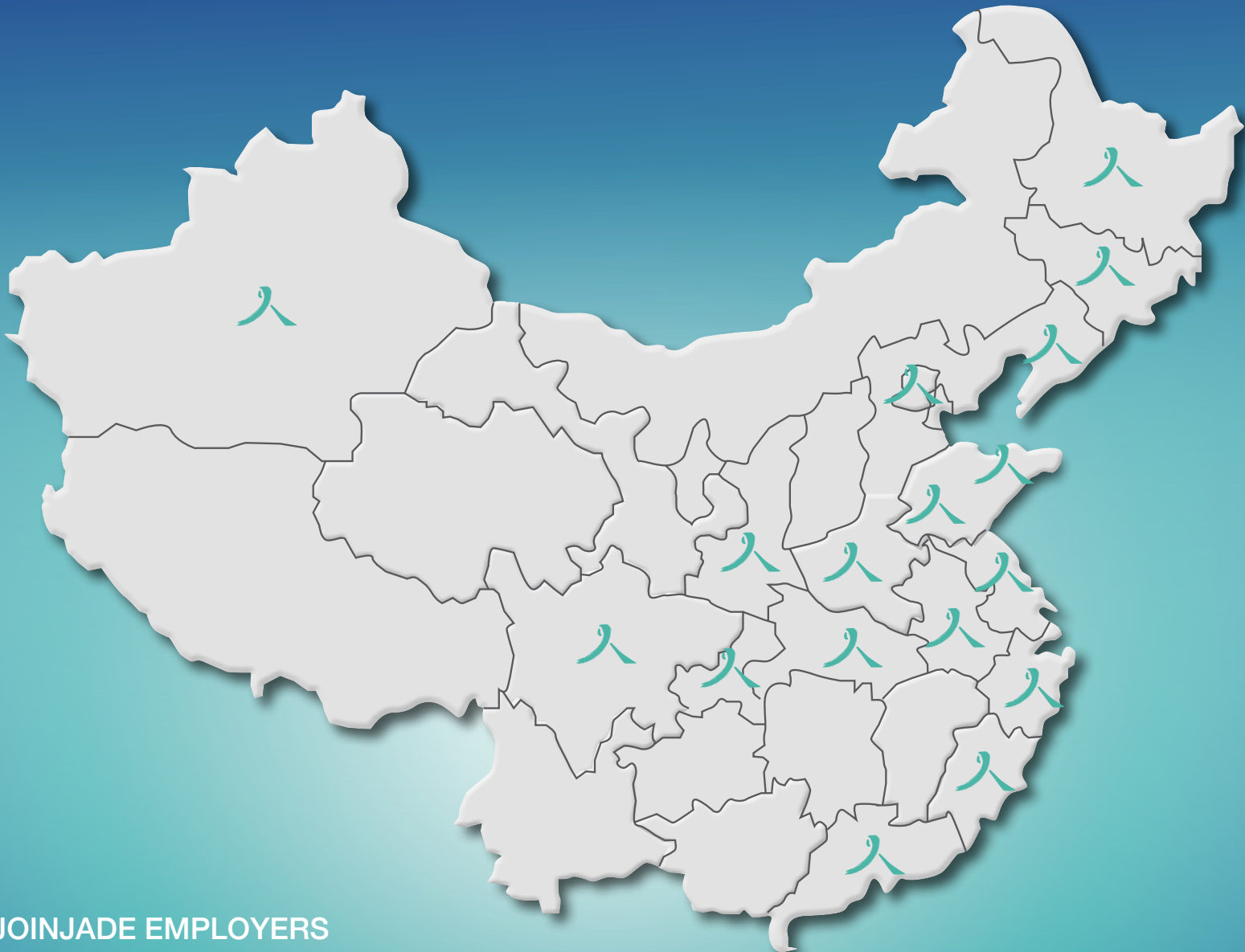
Phone: +86 (10) 62744167

Email: jadeinchina@163.com



SECTION 2: JOINJADE PROGRAM HIGHLIGHTS

As of May 2016, 29 employers have committed to promoting hepatitis B discrimination-free workplaces through educational programming. Five JoinJade employers---BP International Ltd., The Goodyear Tire & Rubber Company, MSH CHINA, Marvell, and Seagate---give us a glimpse into their hepatitis B programs!



JOINJADE EMPLOYERS

Aetna, Inc.
BP International Ltd
Cadence Design Systems, Inc.
Cigna
Cummins Inc.
Dell Inc.
Ericsson Inc.

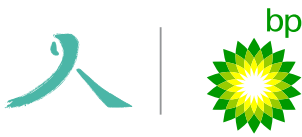
FedEx
Foxconn
General Electric Company
General Motors
GlaxoSmithKline
Hewlett Packard Enterprise
Honeywell

HP Inc.
IBM Corporation
Ingersoll Rand Company
Intel Corporation
Johnson & Johnson
Lenovo
Liberty Mutual Insurance Group

Marvell
MSH CHINA
Nielsen
Seagate
The Goodyear Tire and Rubber Company
Total
Visteon Corporation



Where our partners operate in China



JOINJADE PROGRAM HIGHLIGHT BP INTERNATIONAL LTD.

At BP China, we value every employee. We are demonstrating our commitment to protect employee health and safety by staying compliant with local laws and regulations, never screening for hepatitis B during the hiring process. The following measurements adopted at BP are echoing the JoinJade for China project's advocacy to fight against hepatitis B in the workplace:

- Include a voluntary HBV test in the company-paid annual health check package. The test result is only released to the individual employee.
- Promote awareness of HBV to oppose discrimination against carriers and encourage vaccination. We do this through:

NEWSLETTERS

Sent via email or print every year around World Hepatitis Day (July 28th). This is part of a series of health newsletters delivered according to World Health Organization's eight health days.¹

Our Health, Safety, Security and the Environment (HSSE) team develops the newsletter which is emailed to employees through the business HSSE communication channels. We use PDF format so employees can print them.

BROCHURES

Sent via email or distributed in print by office safety or HSSE team members, in the pantry, onsite reading areas, and receptionist waiting areas.

Employees can give feedback on this and other health topics through:



emails



phone calls



face-to-face meetings
through the business
HSSE team members



annual
atmosphere
survey



face-to-face sessions in
major offices every year
at the beginning of the
annual health check up
program

¹ <http://www.who.int/campaigns/en/>



JOINJADE PROGRAM HIGHLIGHT THE GOODYEAR TIRE AND RUBBER COMPANY

Two shared values from The Goodyear Mission include caring for our environment and communities and encouraging wellness and safety both on the job and away from work. We value the health of each Goodyear associate and equal employment rights.

Goodyear China has demonstrated our strong commitment to hepatitis B discrimination-free workplaces through activities in all offices and facilities, with an amazing response from employees. Our journey includes:

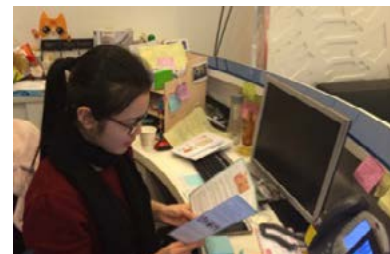
- Emphasizing the voluntary nature of hepatitis B testing in the annual health check.
- Working with company clinics and communication teams to develop an educational program for employees. The teams hand out pamphlets to the head office and subsidiary facilities, encouraging employees to learn basic knowledge of hepatitis B.
- Leveraging internal communication channels (TV systems) and internet social platforms (Wechat) to promote knowledge and awareness.

"We deeply appreciate the knowledge and communications sharing by company, it helps to correct our wrong perception on hepatitis B, that we should not discriminate the colleagues, friends around of life because of it."

Goodyear China employee



Pamphlet reading in Clinic Room



Pamphlet reading in Gongzhou office



Pamphlet reading in Shanghai office

"We are not alone!" This is what we truly feel to be part of this JoinJade community and we will continue to enhance this wellness program with more support kits from Global Business Group on Health in the future!"



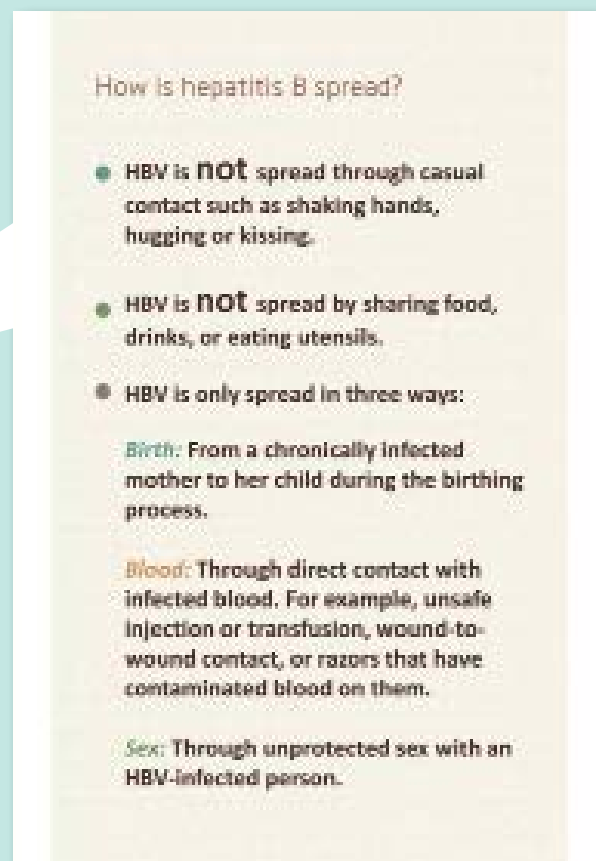
Goodyear HR staff



Pamphlet reading in Pulandian



As a well-known, high-end health insurance provider, MSH CHINA has provided health insurance services to over 1,000 big enterprises and tens of thousands of high-end members. After joining the JoinJade for China Project, MSH CHINA fulfilled its social responsibility by posting hepatitis B prevention knowledge on its WeChat platform, reaching approximately 10,000 followers.



The WeChat messages were sent in English and Chinese.



JOINJADE PROGRAM HIGHLIGHT MARVELL

Marvell China cares about the health of our employees, and we firmly believe that their health plays an important role in both their own careers and our business development.

We are demonstrating our commitment to protecting employee health and safety by staying compliant with local laws and regulations. The following measurements adopted at Marvell echo the *JoinJade for China* project's advocacy to fight against hepatitis B in the workplace:

- Including a voluntary, confidential hepatitis B test in the company-paid annual health check package. The test results are only released to individual employees.
- Providing voluntary, company-paid hepatitis B vaccination for unprotected employees.
- Promoting awareness of hepatitis B to oppose discrimination and stigma associated with hepatitis B against carriers. We do this through:



Online educational seminars with experts.

Public Service Announcement videos with popular stars played via TV at reception.



An email promoting hepatitis B awareness and vaccination on World Hepatitis Day (July 28) to all 1,900 employees.



Encouraging employees to participate in a hepatitis B quiz. Participants get a JoinJade gift! 20% of employees participated in the quiz last World Hepatitis Day, achieving an accuracy rate of 85%.



Leveraging educational resources from Asian Liver Center including cartoons, posters, the Physician's Guide to Hepatitis B, and the Know HBV and HepBMoms brochures.

These resources are disseminated through WeChat and email, and help employees understand hepatitis B and how to protect themselves.



JOINJADE PROGRAM HIGHLIGHT SEAGATE

Seagate China started hepatitis B prevention education in 2014. The below activities have been undertaken to educate employees:

- Placed promotional posts in the main entrances and corridors.
- Delivered 400 promotional brochures to the clinic, canteen and lobby.
- Played an educational video on the TVs in the canteen and main corridors.
- Invited professional doctors to conduct Health Talks on-site, with more than 160 employees attending the talks.
- Sending hepatitis B information by WeChat.

WeChat Message:

Is it okay to eat with Hep B infected individuals?

July 28th is World Hepatitis Day. Recently, the topic of whether it is okay to eat with HepB carriers has been popular and generating many discussions. Today, let's discuss transmission of Hep B...





SECTION 3: CREATING A DISCRIMINATION-FREE WORKPLACE

What should I know about hepatitis B discrimination in China?

- People with chronic HBV frequently encounter discrimination in daily life due to the misconception that HBV is spread through casual contact or sharing food, drinks, and eating utensils. This includes discrimination in the workplace (from employers or colleagues), at school, in relationships, and within families.
- As a result of frequent cases of discrimination, in 2010 China banned *pre-employment, involuntary* hepatitis B testing and testing for school admission. Both had been common practices prior to the law and unfortunately continue today in some cases.

How can I promote a discrimination-free workplace?

- Routinely offer education for all employees from entry level through senior leadership. This allows for new hires to be exposed to educational programming, for management to lead by example; for the chronically infected to become aware of the importance of medical monitoring; and for HBV to lose the stigma it has historically carried.
- Create or align hepatitis B with other company and HR policies that address discrimination and stigma for other populations such as women, people with disabilities, HIV/AIDS, or other diversity policies.

What should I include in my hepatitis B workplace policy?

- A hepatitis B policy is an important component of creating a hepatitis B discrimination-free workplace.
- Each workplace has unique needs and an organizational culture, thus hepatitis B employment policies may look different from company to company.
- Employers may find however, that some of the following points and provisions, will help make for a comprehensive hepatitis B workplace policy. This can be written as a stand-alone policy or subsumed in a company's broader safety, health, antidiscrimination or diversity policies designed to provide equality for all employees regardless of any specific individual difference.

Suggested points and provisions for your company hepatitis B employment policy:

- ✓ Places emphasis on the voluntary, confidential nature of company-sponsored hepatitis B testing, in compliance with the 2010 law jointly issued by China's Ministry of Human Resources and Social Security, Ministry of Education, and the National Health and Family Planning Commission, banning hepatitis B pre employment testing. More details can be found in the links in the Resource Library.
- ✓ Includes hiring, promotion, transfer, reasonable accommodation, and dismissal policies that are non-discriminatory towards those living with hepatitis B.
- ✓ Promotes hepatitis B understanding and prevention through employee education.
- ✓ Instructs managers and supervisors on how to handle hepatitis B workplace discrimination.
- ✓ Sets the standard of behavior and communication about hepatitis B, expected of all leadership, management, and staff.
- ✓ Informs all staff on where to go for assistance and additional information.
- ✓ Implementation and monitoring of policies and/or programs by part of relevant committees or departments.



SECTION 4: WHAT EVERY EMPLOYER SHOULD KNOW ABOUT HEPATITIS B

What is hepatitis B and how does it impact the Chinese population?

- Nearly 100 million people in China are infected with chronic hepatitis B virus (HBV), which causes up to 80% of liver cancer.
- HBV carriers often face discrimination in the workplace, at school, or in their communities.
- Each year over 300,000 people in China die from HBV-related liver disease and liver cancer.
- Most people born in China are infected at birth through mother-to-child transmission.

How is hepatitis B spread?

- HBV is spread in only three ways:
 - Birth:** From a chronically infected mother to her child during the birthing process.
 - Blood:** Through direct contact with infected blood. For example, unsafe injection or transfusion, wound-to-wound contact, or razors that have contaminated blood on them.
 - Sex:** Through unprotected sex with an HBV-infected person.
- HBV is NOT spread through casual contact such as shaking hands, hugging or kissing.
- HBV is NOT spread by sharing food, drinks, or eating utensils.



SECTION 5: TESTING, VACCINATION, & TREATMENT

Who should get tested?

- All employees are encouraged to know their HBV status. For example, from a voluntary HBV test through the company-sponsored annual check-up or from their personal doctor.

Is it legal to offer hepatitis B testing to my employees in China?

- Yes; offering employees voluntary, confidential testing is legal after the start of employment, for example through the annual medical check-up.
- It is not legal to require testing before or during employment unless your company has been approved to do so by the government, which is highly uncommon except in healthcare settings.
- Given the need for confidentiality, note that employees cannot seek reimbursement from their employer for hepatitis B testing unless reimbursement is through an insurer under a treatment procedure, or they have a flexible spending account program in which self-paid health screening expenses are eligible for reimbursement.

Are employers offering voluntary hepatitis B testing in China?

- Some companies offer a voluntary hepatitis B test through the annual medical check-up package to contribute to employee wellness and make access to testing convenient. Employees are encouraged to know their HBV status. Note: In most cases, hepatitis B is a once-in-a-lifetime test and does not need to be offered every year.
- If you currently or intend to offer voluntary hepatitis B testing, consider the following:
 - 1) *Confirm with the vendor that a voluntary testing consent form and process is in place, allowing an employee to review the voluntary testing consent form before they decide whether to take the test.*
 - 2) *Review the voluntary testing consent form with your vendor. This form should communicate the voluntary nature of testing, that employee results will be kept confidential, and results will not be shared with the company in any format.*

- When you notify employees about their company-sponsored annual medical check-up, consider reminding them that before taking the test, that they will be asked to sign a form confirming that they would like the test and are taking it voluntarily. This can prevent confusion at the point of service and emphasizes the employer's commitment to voluntary, confidential screening.

Is onsite, voluntary, confidential hepatitis B testing, legal?

- Onsite, voluntary HBV testing is legal in China. However, companies that wish to conduct such testing must have a medical clinic that qualifies as a medical institution/facility in accordance with government regulations and standards.
- This qualification is administratively very complicated to get and at present most employers are not pursuing this option.
- Offsite testing at medical institutions is currently the safe, common, and convenient way that employees can obtain voluntary, confidential HBV testing.

If an employee has HBV, what should they do?

- Anyone with chronic HBV should follow-up with their doctor for routine medical monitoring including liver cancer screening, and to determine whether they will need treatment.
- All mothers-to-be should have their babies vaccinated at birth. Important care and preventive information for chronically infected mothers and mothers-to-be is available in the HepBMoms brochure linked in the Resource Library.
- Immediate family members (parents, siblings, children) and sexual partners should be tested for hepatitis B. They should also be vaccinated if they are not infected and not already protected.
- Recommended medical coverage can be found in the Appendix.

Who should get vaccinated?

- Any employees seeking protection should get the 3-shot vaccination if they have not been vaccinated or if prior blood tests show that they are not protected. Chinese Centers for Disease Control and Prevention estimates that 40% of adults in China are not protected.
- Hepatitis B vaccination involves a series of 3 shots given over 6 months and can provide life-long protection to 95% of people who have not been infected.

Are employers offering vaccination in China?

- To defray the cost of vaccination, some companies fully reimburse offsite vaccination up to a set limit for any employees that wish to get voluntarily vaccinated.
- Special licensing is needed from the government in addition to an approved vendor, to conduct onsite vaccination. This process is administratively very complicated, and as a result, not pursued by employers at present.

Where can employees get vaccinated if we do not offer employer-sponsored vaccination?

- Adults can get vaccinated at certified community health service centers or hospitals. Fees for vaccination will vary based on area.
- Those seeking vaccination can also consult the public health service hotline at 12320 for the nearest medical facility with vaccination qualifications.

Is the hepatitis B vaccination safe?

- According to the World Health Organization, the hepatitis B vaccine has an excellent record of safety and effectiveness. Since 1982, over 1 billion doses of hepatitis B vaccine have been used worldwide.
- In many countries where 8–15% of children used to become chronically infected with the hepatitis B virus, vaccination has reduced the rate of chronic infection to less than 1% among immunized children.



SECTION 6: RESOURCE LIBRARY

VIDEOS

Available at [Asian Liver Center Beijing](#)

- Public Service Announcement with Yao Chen to promote vaccination at birth.
- Public Service Announcement with Qing Hai promoting awareness and elimination of stigma.
- The Lucky Tenth Micro-film with Huang Lei & Zhou Dongyu to raise social awareness of HBV and eliminate misconceptions about transmission, through a fictional story of an HBV carrier facing discrimination in the workplace.
- Kangkang Animation with general education of HBV.

ONLINE BROCHURES, GUIDE, POSTERS

Available online at [Asian Liver Center USA](#)

Know HBV

- Tri-fold brochure on risk, transmission, prevention, and care for the chronically infected.
- Available in Chinese, English, and other languages.

Hep B Moms

- Tri-fold brochure to help mothers and mothers-to-be understand how to prevent mother-to-child transmission and care for themselves.
- Available in Chinese, English, and other languages.

Physicians Guide to Hepatitis B

- Education and guidance for physicians and nurses on the incidence, transmission, detection, prevention, and management of hepatitis B infection and liver cancer.
- Available in English and Chinese.

Posters

- By request from Asian Liver Center at Stanford University in Beijing. Please contact jadeinchina@163.com

ONLINE TRAINING

Available at [KnowHBV.org](#)

Know HBV Online Training Course in Chinese

- Online video training with a basic HBV knowledge test that includes risk, transmission, prevention, and policy

HELPFUL LINKS

[China Health Hotline](#)

[Asian Liver Center at Stanford University, Beijing](#)

[Asian Liver Center at Stanford University, USA](#)

[Chinese Center For Disease Control And Prevention](#)

[National Health and Family Planning Commission of PRC](#)

[National Health and Family Planning Commission Notice on Comprehensive Prevention AIDS, Syphilis and Hepatitis B Mother to Child Transmission](#)

[China Foundation for Hepatitis Prevention and Control](#)

[World Health Organization](#)

[Global Business Group on Health](#)

INFORMATION ABOUT HEPATITIS B-RELATED EMPLOYMENT TESTING REGULATIONS

Chinese Health and Family Planning Commission of PRC:

http://www.mohrss.gov.cn/gkml/xxgk/201407/t20140717_136568.htm

<http://www.moh.gov.cn/mohyzs/s3577/201212/5244dbd13f154e31937b3e0e05f1694e.shtml>

<http://www.moh.gov.cn/mohzcfgs/s7846/201102/50619.shtml>

<http://www.moh.gov.cn/mohbgt/s3577/201102/50664.shtml>

http://www.mohrss.gov.cn/jycjs/JYCJSzhengcewenjian/201002/t20100211_86546.html

http://www.moe.gov.cn/s78/A01/s7048/201005/t20100513_171912.html

<http://www.moh.gov.cn/jkj/s3581/201002/f38a2f653d0b470c9065c050c9999f95.shtml>

[Chronic Hepatitis B Prevention and Treatment Guidelines, 2015](#)

<http://www.heporg.com/a/zngs/2016/0510/1152.html>

APPENDIX

Recommended Hepatitis B Medical Coverage Through Government and/or Employer Sponsored Programs

Item	Description
Voluntary Counseling & Testing (VCT)	One time blood tests for hepatitis B surface antigen (HBsAg) to check for chronic infection and hepatitis B surface antibody (anti-HBs) to check for immunity to hepatitis B; counseling provided prior to administering the test and subsequent to receiving the test results. (Such counseling is expected to be provided, within one month, prior to/following the actual test).
Hepatitis B vaccination for the unprotected	Hepatitis B vaccination and administration for employees/dependents who wish to be protected from hepatitis B infection.
Doctor consultations and blood tests	Medical monitoring for employees/dependents diagnosed as HBsAg positive (a marker for chronic hepatitis B infection). Includes doctor office visits and laboratory with an expected frequency of two (up to a maximum of six) occurrences per calendar year.
Antiviral therapy	Prescribed generic or brand name antiviral drug therapy for chronic hepatitis B if indicated according to treatment guidelines to inhibit the replication of HBV and reduce liver damage thus improving survival and quality of life.
Liver cancer screening	Individuals with chronic hepatitis B infection (or HBsAg positive) are at increased risk for liver cancer. Early detection of liver cancer through regular liver cancer screening can improve treatment outcomes and long-term survival. Includes medically necessary expenses to diagnose/screen for liver cancer including blood test for alpha-fetoprotein level twice a year and ultrasound of the liver once (up to a maximum of two times) a year.
Hepatitis A vaccination	Medical costs of hepatitis A vaccination to prevent hepatitis A infection that will further damage the liver. Hepatitis A is transmitted by fecal-oral route and is common in China and Asia. All employees and dependents should be encouraged to get vaccinated.
Prevention of mother-to-child transmission and infant post vaccination serologic testing	Prenatal screening of pregnant employee or spouse for HBsAg and anti-HBs. Includes hepatitis B vaccination of all newborns within 12 hours of birth and the additional administration of hepatitis B immunoglobulin (HBIG) to newborns born to HBsAg positive mothers to prevent mother-to-child transmission; medical expenses to complete the hepatitis B vaccine series; and for newborns born to HBsAg positive mothers, hepatitis B blood testing at 9-15 months to assess whether they are protected or infected.
Hospitalization	Medically necessary inpatient hospital stays to treat complications of chronic hepatitis B infection, including cirrhosis, surgical or non-surgical treatment of liver cancer and treatment of end-stage liver disease including liver transplantation.

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W: www.businessgrouphealth.org/global
T: 202.558.3018



JOINJADE is a global initiative to support people worldwide living with chronic hepatitis B, the leading cause of liver cancer in China and worldwide.