

# MIGRAINE AT WORK



Welcome to the first edition of the Migraine at Work quarterly newsletter. We have compiled highlights from the quarter - webcasts, articles, and posts you don't want to miss. There is currently a great deal of momentum around migraine management in the workplace, and we want to build on the efforts underway. We would love to hear your voice on this topic - please send us your thoughts and suggestions.

Migraine at Work is a project of the World Health Education Foundation. Our steering committee includes representatives from MigraineAgain, the Headache and Migraine Policy Forum, the National Headache Foundation, the American Migraine Foundation, the International Headache Society- Global Patient Advocacy Coalition, and Robert Shapiro, MD, PhD.

Migraine disease is a chronic and often debilitating condition affecting 39 million Americans. Nearly every workplace in the country is impacted by migraine disease through absenteeism and presenteeism. Despite the prevalence of the disease, there is a lack of education and awareness around it. In the workplace, this often leads to unintended stigma and bias against employees living with migraine disease.

That's why we built the Migraine at Work campaign. Together, we're educating organizations about the workplace needs of individuals living with migraine disease. Our mission is to give employers and employees the tools they need to build healthier, stigma-free and more productive workplaces.

## FROM THIS QUARTER

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# WEBCASTS: THRIVING IN THE WORKPLACE SERIES

We have launched our webinar series, Thriving in the Workplace. Three episodes are currently on the website and have been promoted across various channels.

Join host, Wendy Bohmfalk, as she talks with migraine advocates and experts about how to navigate migraine in the workplace. Discover practical tips and inspiring content to help you stay healthy, encouraged and employed.



## EPISODE 1: MIGRAINE AT WORK- WHY DOES IT MATTER?

**EXPERT GUEST: Paula Dumas, President and Co-Founder of the World Health Education Foundation**

Hear Paula's story of trying to manage migraine in the corporate world. Discover why migraine disease is a hidden drain on your company, and learn what you can do to relieve this burden.

## EPISODE 2: ACCOMMODATIONS MAKE A DIFFERENCE

**EXPERT GUEST: Paula Dumas, President and Co-Founder of the World Health Education Foundation**

Accommodations for migraine in the workplace are effective, cost-efficient, and easy to incorporate. Uncover practical tools for migraine management within your workplace.



## EPISODE 3: KNOWING YOUR RIGHTS

**EXPERT GUEST: Shruti Kulkarni, Principal Attorney at Sequel Legal/ Aimerd Alliance**

Protect yourself from workplace discrimination by taking control and learning your legal rights in the workplace.



## ORIGINAL ARTICLES

Our original content aims to answer the central questions around Migraine at Work, such as what is migraine disease, how does it affect the workplace, and what can be done to reduce this burden.

We tailor our content to be relevant to both the employee and employer, answering the pressing questions from all perspectives.



### AN EDUCATOR WITH MIGRAINE, EDUCATING ABOUT MIGRAINE AT WORK

**AUTHOR: Bruce Shaw, Educator**

A life-long educator explains the intersection of teaching, migraine, and Covid-19.

### WHY DO ACCOMMODATIONS ARE ACCOMMODATIONS WORTH IT?

**AUTHOR: Kellie Pokrifka, Migraine at Work**

Accommodations for migraine in the workplace are effective. Learn how simple accommodations can save money, promote efficiency, and boost company morale.



## SHARED CONTENT

Migraine in the workplace has never been more prominent in mainstream news. Between the increased focus on health through the Covid-19 pandemic and the deluge of employees now working from home, people want answers.

How do I maintain a work-life balance while working from home? What accommodations can be made from a home office? How do I manage my migraine with this increased screen time and Zoom fatigue? Migraine at Work shares the most relevant material helpful for our audience.

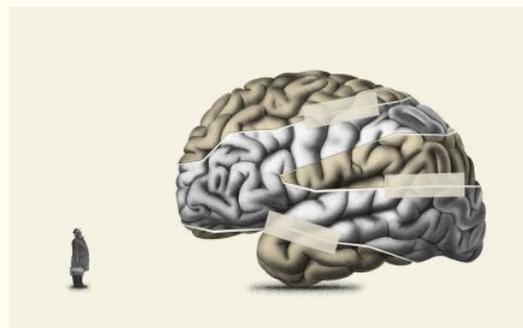


### MIGRAINE GENDER GAP: WHY MIGRAINE AT WORK IS A WOMEN'S HEALTH ISSUE

**SOURCE:** Migraine Again

**AUTHOR:** Courtney Killian

Due to the demographics of migraine, this disease can be a contributing factor to the gender wage gap.



### MIGRAINES ARE A SERIOUS PROBLEM. EMPLOYERS CAN HELP

**SOURCE:** Harvard Business Review

**AUTHOR:** Olivia Begasse de Dhaem, MD

Migraine is a serious problem in the workplace. Three effective strategies have been highlighted to help reduce this burden.



### 19 WAYS TO ACCOMMODATE AN EMPLOYEE WITH MIGRAINE

**SOURCE:** Migraine Again

**AUTHOR:** Paula Dumas

Use the SAFER Plan to discover easy accommodations for migraine at work.



### HOW COVID IS TRANSFORMING WORK FOR PEOPLE WITH MIGRAINE

**SOURCE:** Migraine Again

**AUTHOR:** Gillean Dean

Working from home has been a blessing and a curse for those of us working with migraine.

## SHARED VIDEO CONTENT

During the annual Migraine World Summit, two featured interviews highlighted the issues of migraine in the workplace.

Topics covered include workplace legal rights, accommodations, and the relationship between migraine and remote work.



### FINDING WORK THAT WORKS DESPITE MIGRAINE

**SOURCE: Migraine World Summit**

Melanie Whetzel, MA, CBIS, is the lead consultant of the Cognitive/Neurological Team with the Job Accommodation Network (JAN). She discusses legal rights and accommodations suitable for managing migraine in the workplace.

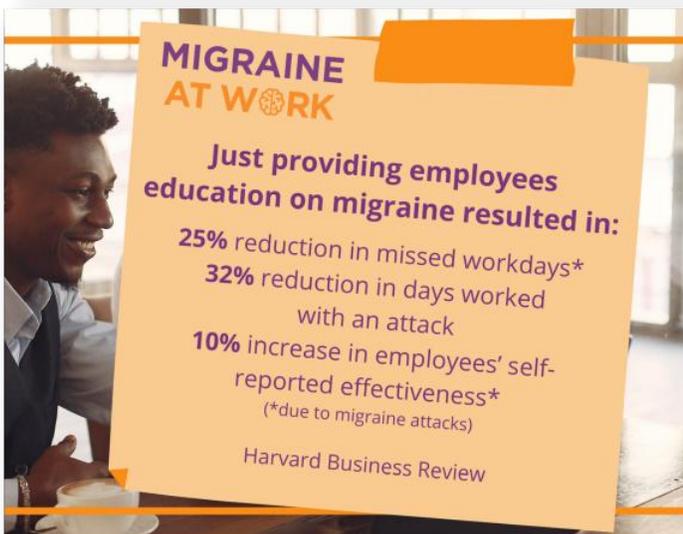
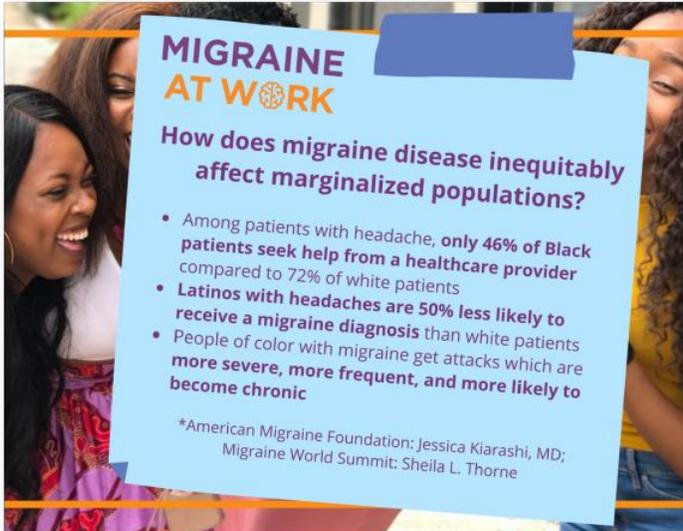


### COVID IN THE REAL WORLD

**SOURCE: Migraine World Summit**

Lindsay Videnieks, JD, is the Executive Director of Headache and Migraine Policy Forum. She discusses how Covid-19 has impacted those with migraine, including the changing landscape of telework.

# SOCIAL MEDIA



Our social media focuses on educating both employees and employers about various aspects of Migraine at Work, including education about migraine disease, workplace rights, and accommodations in the workplace.

We also aim to recruit workplace champions in our communities to help launch Migraine at Work initiatives in their workplaces.

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[JOIN OUR LINKED IN PRIVATE GROUP FOR EMPLOYEES](#)

[JOIN OUR LINKED IN PRIVATE GROUP FOR HR, EMPLOYERS](#)

## AIMED ALLIANCE, STATE OF MIGRAINE DISEASE IN THE WORKPLACE 2021

**SOURCE: Aimed Alliance, HR.COM**

See how organizations perceive migraine disease, provide accommodations, and incorporate practices to help improve the management of migraine at work.

## HEALTH PLAN COVERAGE & MIGRAINE DISEASE: PERCEPTION VS REALITY

**SOURCE: Headache & Migraine Policy Forum**

See how perceptions differ from reality when it comes to health plan coverage and migraine disease.



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- Consider these strategies**
- Create** a training program to educate managers about migraine disease, associated stigmas and disability law
  - Review and update** the organization's culture
  - Review** or consider offering benefit plans and wellness programs
  - Consider** a migraine management awareness campaign
  - Take** actions to minimize stress in the workplace
  - Provide** personalized accommodations (when needed and within reason) to those with migraine disease
  - Stay** up-to-date on regulations, policies and procedures
  - Incorporate** non-stigmatized terminology
  - Offer** comprehensive health coverage with sufficient access to medications, treatments, and health care providers

## INFOGRAPHICS

One of our primary pillars of Migraine at Work is employee and employer education about migraine disease. This is made easy with helpful infographics from affiliated organizations. We have a full library of infographics on various topics, and can provide any or all of these to your company depending upon your unique needs.

The infographics shown on this page are previews of the full images, which can be found through the links on the left of the page.



# SURVEY RESULTS

The Migraine at Work Coalition is constantly collecting research, insights, and feedback from its broad network of partner organizations. This research highlights various aspects of migraine in the workplace including prevalence, severity, and the

effectiveness of various accommodation strategies. The findings underscore the importance of migraine management programs and can be provided directly to employees or employers looking for concrete results on these topics.

## AIMED ALLIANCE, STATE OF MIGRAINE DISEASE IN THE WORKPLACE 2021

### **SOURCE: Aimed Alliance**

Aimed Alliance polled 309 HR professionals nationwide in virtually every industry to determine how employers perceive migraine disease, provide accommodations, and incorporate practices to help improve the chances of success.



## GHLF, MIGRAINE IN THE WORKPLACE: WHAT EMPLOYERS AND EMPLOYEES NEED TO KNOW

### **SOURCE: The Global Healthy Living Foundation**

This report provides background information, statistical trends, and data-driven recommendations, so that employers might better understand migraine disease and its financial implications.

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For more information, please feel free to reach out.

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