



Job Sharing with OCD

IOCDF 2017

Rachel Davis, MD

Shala Nicely, LPC

James Snyder

Nathaniel Van Kirk, Ph.D.



Agenda

- Stories of job sharing with OCD
- Ice breaker!
- How has OCD affected you at work?
- Job sharing with OCD
 - Survival skills
 - Self-disclosure
 - From an HR perspective
 - Accommodations
- Q&A





**Goal
for
today**



**Proudest
moment**



Wildcard!



**Favorite
binge -**



**watching
show**

**Favorite
Pastime**



**Pet
Peeve**



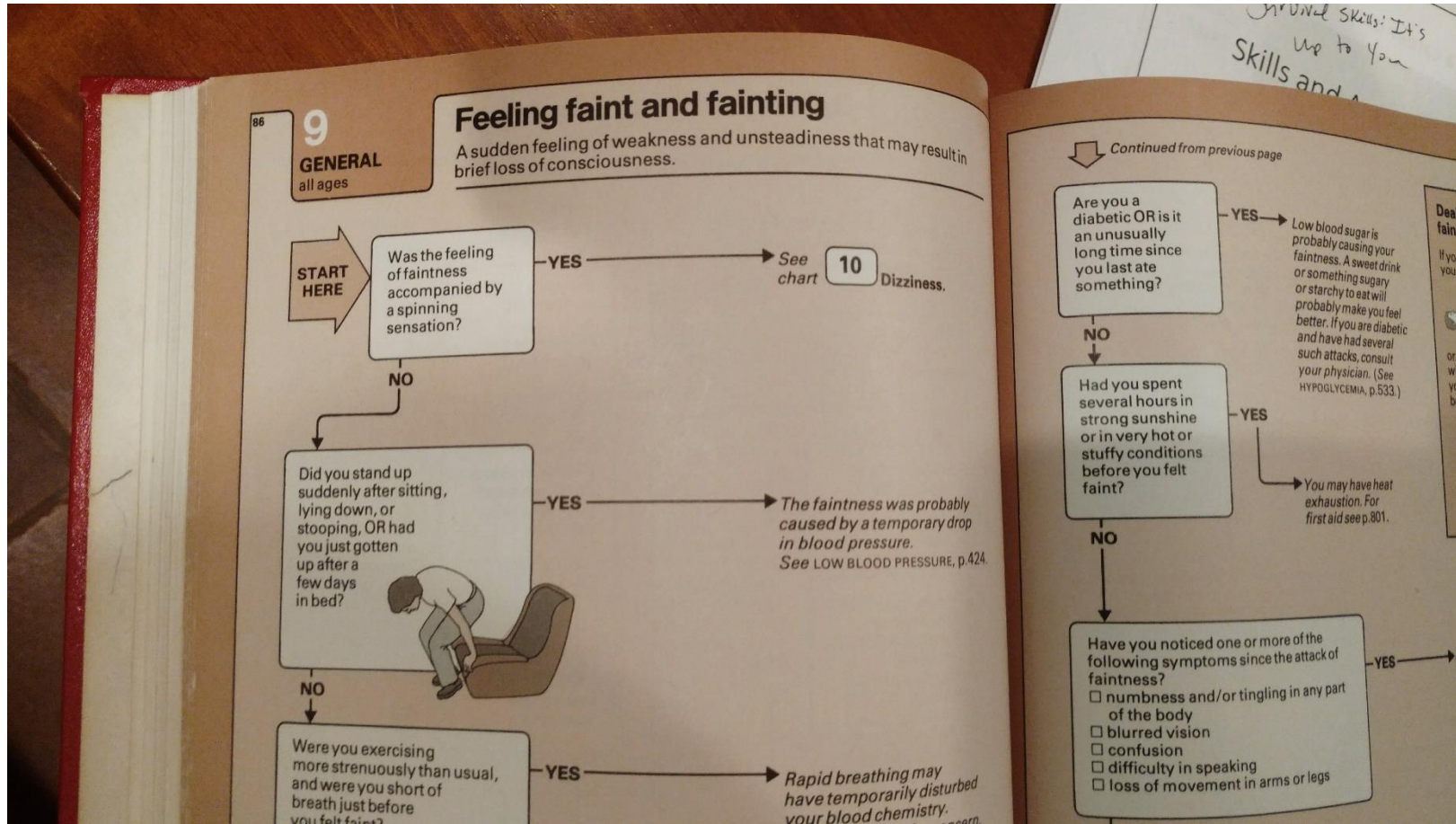


Survival skills:
it's up to you

Rachel Davis, MD



Consider making a career out of your OCD



Perfectionism



- Look at others' work for ideas of "normal" (once, not repeatedly)
- Reframe guilt, anxiety, and uncertainty
- Use imaginal exposure scripts



Imaginal Exposure Script



The scene:

The thought:

What might happen:

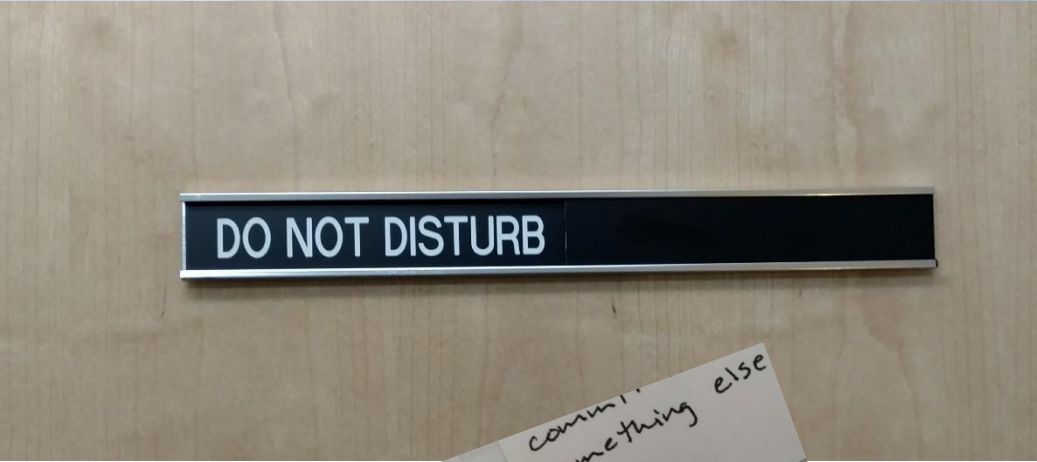
The emotional reaction:

What it says about me:

The ultimate consequence:

My Decision: to reference Dr. Freeston as noted below!

4/13 dossier due
 4/22 IOCDF DBS talk
 4/28 EPS ~~Assessment~~ article due
 6/15 Suicide lecture
 7/7 - 2 IOCDF talks (slides due 6/5)
 7/1 - Ethics and Schizophrenia paper
 8/11 ERC xO talk
 W2172 (OPD Conference Room)
 ERP- 9/12, 9/19, 9/26, 10/3, 10/10, 10/17, 10/24
 10/18 - Grand Rounds



Say
 ... But because I want more freedom in life it's worth it to me to be uncertain each day about what impression I'm making even if it will lose me friends and my job.
 Maybe I'm not performing very well
 It would be terrible to lose respect and connection in my field.
 I am twist dece



Email

The screenshot shows the Outlook web interface. The search bar at the top contains the text "Early Career Women Faculty Professional Development Opportunity". The left sidebar shows the "All folders" view. The main pane displays a list of search results, with the most relevant one selected:

- From:** Sherman, Judy (judy.sherman@ucdenver.edu)
- Subject:** Early Career Women Faculty Professional Development Opportunity
- Date:** 2/9/2017

The email body contains the following text:

Hi Alison,

I'm very sorry - I know I've been emailing/bugging you a lot here recently. Brian Rothberg forwarded me this leadership opportunity, and I was wondering if you would be willing to support me in this application? I've attached a rough draft of my statement which is supposed to be a "one-page statement describing your qualifications, personal aspirations, goals for attending the seminar and statement how this leadership training will benefit you." If you feel this is something you would recommend me for, they ask that you send a letter of support:

Sent separately, from your department chair or division head to judy.sherman@ucdenver.edu

Letter of support from your department chair outlining your leadership potential.

I appreciate any feedback on my statement as well.
(Soon I'll be on vacation so I won't be emailing you for awhile!)

Thanks,
Rachel

Rachel A. Davis, MD
Assistant Professor, Department of Psychiatry
Clinical Director, Student Mental Health

The interface also shows a taskbar at the bottom with the Windows logo, a search bar, and various application icons. The system tray on the right shows the time as 8:47 PM on 5/10/2017.



If you want to function, then do whatever it takes to function.





Working with stigma & self-disclosure

Nathaniel Van Kirk, Ph.D.





To disclose or not to disclose...
That is a loaded question






Potential Costs and Benefits of Self-Disclosure¹

Benefits

- Reduced worry/guilt/shame about hiding your mental illness
- Increased openness about daily activities
- May gain support & approval from others
- May meet others with similar experiences and get to learn new strategies
- Developing network of supportive others that can help you in the future
- Sense of personal power/empowerment
- Further fighting stigma (living testimony against stigma)
- Providing hope (sharing your story may help others who are struggling)

Costs

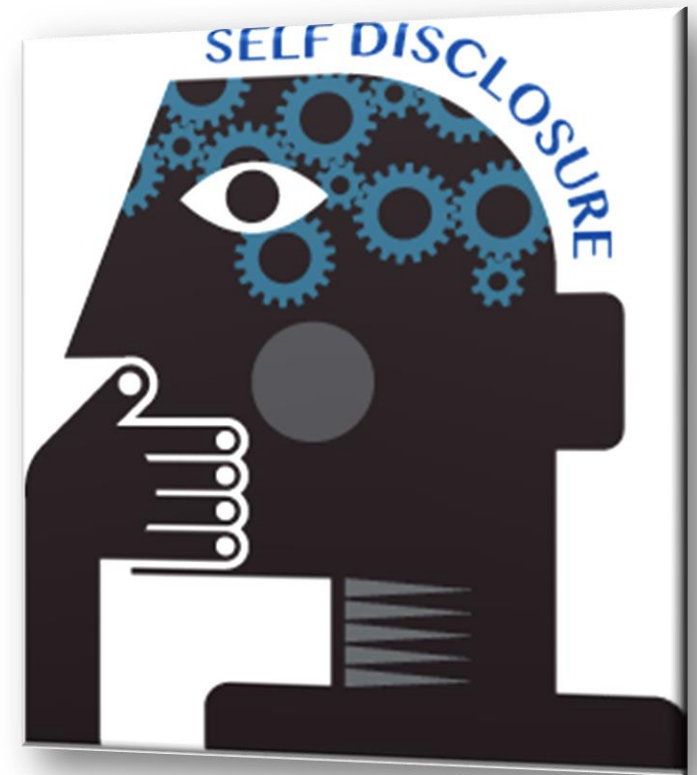
- Others may disapprove or not be supportive of your mental illness or your disclosure
- Potential for others to gossip about you
- Possibility of being excluded from social gathers, work, or other opportunities
- May worry more about what others are thinking about you
- Concern that others may pity you
- Increased concern about relapse due to beliefs that others are watching your more closely or may hold you to a different standard
- Possibility of family members or others being upset/angry with you for disclosing



¹Watson & Corrigan: *The Impact of Stigma on Service Access and Participation: A Guideline developed for the Behavioral Health Recovery Management Project*

Important Considerations

- Disclosure is a personal decision!
 - *There is no right or wrong answer* – the focus should be what is best for you at this time.
- Disclosure is *not all-or-nothing* ... Although OCD may want you to think that way!
- In addition to the potential benefits & costs, there are other barriers to self-disclosure, such as ***stigma***.





Public Stigma



Self-Stigma





	Potential Benefits	Potential Costs
Decision <u>to</u> Disclose		
Decision <u>not to</u> Disclose		

Self-Disclosure Decisional Balance

At this time, my decision is to:

Not Disclose Selective Disclosure Full Disclosure

Rationale/What I will disclose:






Human resources perspective

James Snyder



I can  clearly now...

Focus on Human Resources



What
you
need to
know...



"Perfect" World

- If we lived in a perfect World...
mental health = body health
- If we lived in a perfect World... ~~discrimination~~
- If we lived in a perfect World... ~~stigma~~



Legislation



Legislation

Mental Health Parity Act

Americans With Disabilities Act (ADA)

Rehabilitation Act

Family Medical Leave Act (FMLA)



Mental Health Parity

- How we got here...
- What is health insurance parity?
- Appeals



ADA

- How we got here..
- Employment discrimination and retaliation
- Reasonable Accommodation(s)
- 180 days



Rehabilitation Act

- How we got here...
- Working with the Feds
- Vocational Rehabilitation Counselors / Centers



FMLA

- How we got here..
- FMLA vs. disability insurance
- Job protection and health benefits



Insurance

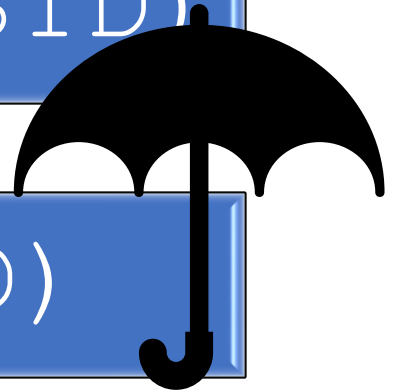


Insurance

Health Insurance

Short Term Disability (STD)

Long Term Disability (LTD)



Health: Back to Mental Health Parity

- Health plan cannot require you to “fail first” at less expensive treatment
- Mental health benefit = other medical benefit(s)
- Right to appeal
- No pre-authorization

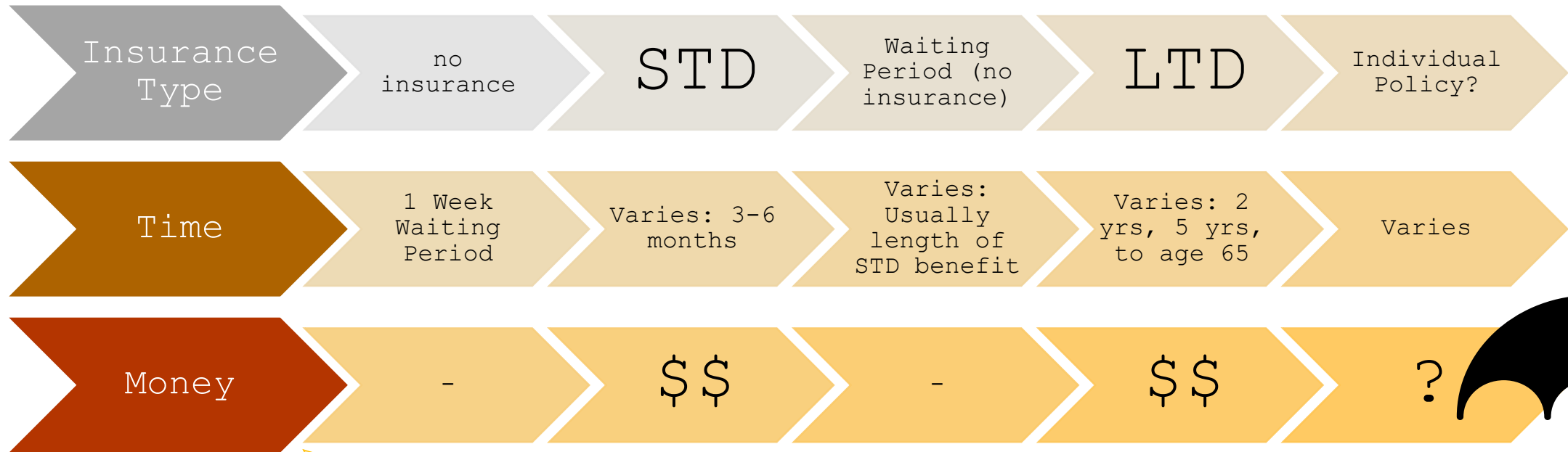


Health: American Health Care Act — Repeal and Replace

- Changing by the hour...
- What we know right now
- Mental health impacts



Disability Insurance



Disability Begins



Disability insurance

- State mandates
- Employee Retirement Income Security Act (ERISA)-governed group policies
- Pre-existing conditions





Accommodations

Shala Nicely, LPC



Back to ADA...

- Reasonable accommodations to qualified individuals with disabilities*
- Exceptions

*applies to all employers, including State and local government employers, with 25 or more employees after July 26, 1992, and all employers, including State and local government employers, with 15 or more employees after July 26, 1994.



Recovery-oriented vs. OCD-enabling

- Think about effect on functioning
- Does this help me get my job done and function more like people without OCD OR...
- Does this allow me to be more compulsive?

Recovery-oriented	Possibly OCD-enabling
Time off for therapy/MD appointments	Allowed to be late for work



It's not black and white...



Recovery-oriented

Allowed to dictate instead of type

Possibly OCD-enabling

Allowed extra time on assignments and projects





Q & A



References

- S. 3406 – 110th Congress: ADA Amendments Act of 2008. P.L. No. 110-325. www.GovTrack.us. 2008. Retrieved April 27, 2017 from <https://www.eeoc.gov/laws/statutes/adaaa.cfm>
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- Spencer MM. Reasonable Accommodations for People with Obsessive Compulsive Disorder. 2011. Retrieved April 27, 2017 from <https://www.avvo.com/legal-guides/ugc/reasonable-accommodation-for-people-with-obsessive-compulsive-disorder>
- <https://www.dol.gov/general/topic/benefits-leave/fmla>
- <https://www.eeoc.gov/facts/ada18.html>
- <https://www.psychiatry.org/psychiatrists/practice/parity>



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THANK YOU!!!

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