

## Employment Supports

During the employment process, it is important to remember that you have access to supports who may help with questions about disability and accommodations. Each client of the Regional Community Brain Injury Services is linked with a Community Rehabilitation Counsellor who can help answer any questions you may have.

Some employees may also be linked to additional community services such as Employment Services, Independent Living Centres, the Ontario March of Dimes, and ODSP Employment Supports. These services can help with disability awareness, suggest accommodations, and provide job coaching for employees. It is important that you do not feel alone in the employment process.

## Regional Community Brain Injury Services

RCBIS is a regional, community- based rehabilitation and specialized support service for individuals with brain injury. Services provide support, skill training, advocacy, counselling, social and recreational activities, opportunity for meaningful and productive activity, and education and information about brain injury.

### *In Kingston:*

Regional Community Brain Injury Services  
303 Bagot St., Suite 401, LaSalle Mews  
Kingston, ON K7K 5W7  
Phone: 613-547-6969

### *In Belleville:*

Regional Community Brain Injury Services  
Quinte Mall Office Tower  
100 Bell Blvd., Suite 335  
Belleville, ON K8P 5H7  
Phone: 613-968-8888

### *In Brockville:*

Regional Community Brain Injury Services  
The Brockville Centre  
125 Steward Blvd., Suite 227  
Brockville, ON K6V 4W4  
Phone: 613-342-1613

Providence  
Care

[www.providencecare.ca](http://www.providencecare.ca)

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# Brain Injury Resources and Guidelines for Employers

*It is important not to feel alone in the employment process.*

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# Brain Injury

Acquired Brain Injury (ABI) is the result of damage to the brain occurring after birth. It can affect cognitive, physical, emotional, social or independent functioning.

Traumatic Brain Injury (TBI), a type of ABI, is often the result of falls, vehicle crashes or violence.

Brain injury has become an increasingly significant medical and societal concern. Acquired brain injury is more common than breast cancer, HIV and AIDS, spinal cord injury and multiple sclerosis combined.

It is important to note the strength and character of individuals with brain injury. Although many suffer a tremendous loss to cope with, they remain determined, sensitive, and positive in their life approach. Many are motivated to rebuild after their loss and re-engage in meaningful activity, including employment.

## Accommodations

Individuals with brain injury are as unique as everyone else. They possess numerous strengths and abilities. Some may require accommodations to reach their full potential in the work environment.

### What is an Accommodation?

An accommodation is any change in the work environment, or in the way things are customarily done, that enables an individual with a disability to enjoy equal employment opportunities. Many accommodations are easy to introduce and cost very little. Different accommodations work best for different people. It is important to discuss accommodations with your employee to understand what works best for them.

### Examples of Accommodations:

- ◆ Permit flexible scheduling - allow for longer or more frequent work breaks
- ◆ Provide additional time to learn responsibilities
- ◆ Reduce distractions
- ◆ Divide large tasks into smaller steps
- ◆ Provide written as well as verbal instructions
- ◆ Provide flexible leave for health problems

## Ontario Human Rights Code

The Ontario Human Rights Code provides equal rights and opportunities and freedom from discrimination. The Code recognizes the dignity and worth of every person in Ontario.

### What does this mean in terms of employment?

In the workplace, employees with a disability are entitled to the same opportunities and benefits as people without disabilities. In some circumstances, they may require accommodations to enable them to successfully meet job demands. Under this code, employers have legal obligations to accommodate until the point of “undue hardship”. This responsibility is often referred to as the “duty to accommodate.”

In many cases, the difference between an employee being successful at work versus unsuccessful can often be the implementation of a simple accommodation or an alteration in job duties.