



Employment supports

During the employment process, it is important to remember that you have access to supports that may help with questions about disability and accommodations. Each client of 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
- Canada March of Dimes
- 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.

more than healthcare.

How to Reach Us

For further information or to make a referral, please call us at 1-800-871-8096 (within the 613 area code only) or contact our offices in the following locations:

Kingston

LaSalle Mews
303 Bagot Street, Suite 401
Kingston, ON K7K 5W7
Tel: 613-547-6969
Toll-Free: 1-800-871-8096

Belleville

Quinte Mall Office Tower
100 Bell Boulevard, Suite 335
Belleville, ON K8P 5H7
Tel: 613-968-8888

Brockville

23 Abbott Street, Brockville, ON K6V 4A5
Tel: 613-342-1613

This material is available in French and accessible formats upon request to the Communications Department.

Cet outil est disponible en français ou en support accessible sur demande au Service des Communications.

752 King Street West
Kingston, ON K7L 4X3
Phone Number: 613-544-4900
Email: info@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, 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 any 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.

