

Suggested Accommodations

Symptom: Difficulty Paying Attention

- Reduce distractions by change of office space or location
- Noise-cancelling headphones or earplugs
- Limit meetings to avoid multi-tasking
- Additional time to complete tasks

Symptom: Fatigue

- Reduced hours
- Flexible schedule around “good times” when employee is most alert
- Work virtually
- Adjust work activities
- Scheduled breaks

Other Accommodations

- Temporarily reduce workload
- Change lighting, adjust brightness on computer or device
- Manual Labor; avoid heavy lifting and sudden movements
- Driving long distances or operating heavy machinery should be discontinued until medical clearance

No two concussions are the same
Comparing recovery rates or setting specific timelines can cause unnecessary stress and hinder return to work

If you work in a job where your safety or the safety of others is a consideration, it is important to discuss any concerns with your healthcare provider before you return to work



Resources

- <https://parachute.ca/en/injury-topic/concussion/>
- https://www.cdc.gov/headsup/providers/return_to_activities.html
- <https://concussionsontario.org/patienteducation/return-to-activity/>

Grant Information

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Returning to Work after a Concussion



Information on how to support a successful return to work after a concussion



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Concussion Facts

- It is a mild Traumatic Brain Injury (mTBI)
- Symptoms sometimes won't appear for 24-48 hours after an incident
- Recovery typically takes 2-3 weeks, but in some cases, it can take longer
- Every concussion is different and each person will be affected differently based on their medical history and other factors

What causes a concussion?

- A bump or blow to the head
- A hit to the body that causes the brain to move back and forth*

**This movement can cause chemical and microstructural changes that can disrupt the functioning of the brain*

Common Concussion Symptoms

- Headache
- Nausea or vomiting
- Problems with balance
- Sensitivity to lights and noise
- Feeling sluggish, hazy or groggy
- Brain fog
- Issues with sleeping
- Irritability

If you suspect you sustained a concussion . . .

- **Seek medical attention**
 - Early medical attention often leads to a faster and smoother recovery
- **Communicate with your supervisor at work**
- **Physical and cognitive rest is recommended for the first 48 hours**
 - Limit actions that might aggravate your symptoms such as too much activity or stimulation

Return to Activity and Work

Resuming activities even though you still have symptoms is okay and can help people feel better. However, to ensure a good recovery from concussion, it is important not to overdo it and to avoid activities where there is an increased risk of another injury to the head. If your symptoms get worse, stop and rest.

Return to work by creating a plan with your healthcare provider related to your symptoms. Include information about needed accommodations and the date of your follow-up appointment. Share this with your supervisor.



Stages of Return to Work

Stage 1	Cognitive and physical rest	Take a short (24-48 hours) period of rest. Simple activities are encouraged.
Stage 2	Light cognitive and physical activity	Do easy chores at home, take short walks, use a screened device with breaks. If symptoms get worse, stop.
Stage 3	Prepare to return to work	Do more cognitive activities for longer periods of time. Connect with your workplace to develop a return to work plan.
Stage 4	Reduced work hours with accommodations	Return to work based on your plan. Increase working hours, but slow down if symptoms get worse.
Stage 5	Regular work hours with accommodations	Decrease accommodations as tolerated and increase hours.
Stage 6	Return to work with no accommodations	Full return to work with no accommodations.

Progression through these stages varies. You may skip or even repeat stages. (parachute.ca)