

RETURN-TO-WORK

IT IS IMPORTANT TO FOLLOW THE RETURN-TO-WORK GUIDELINE AS PER INSTRUCTION FROM THE MEDICAL PROFESSIONAL YOU ARE SEEING FOR YOUR CONCUSSION

STAGE 1: Initial cognitive & physical rest (24-48 heures)

POSSIBLE MODIFICATIONS

- Lighting considerations: wear a hat or sunglasses, avoid bright lights
- Acoustic considerations: use noise cancelling headphones, find a calm space to rest and try quiet activities

STAGE 2 Light cognitive & physical activity

POSSIBLE MODIFICATIONS

- Lighting considerations: avoid bright lighting and glare, wear a hat and sunglasses
- Technology considerations: adjust screen brightness, blue light, font size, reverse polarity (contrast)
- Print considerations: adjust font size, magnification, and reverse polarity (contrast)
- Avoid overstimulating environments (busy crowds, uneven terrain)
- Use a sighted/human guide or cane

STAGE 3 Prepare to return to work

POSSIBLE MODIFICATIONS

- Lighting considerations: avoid bright lighting and glare, wear a hat and sunglasses
- Orientation and Mobility considerations: work closely with an orientation and mobility specialist
- Technology considerations: adjust screen brightness, blue light, font size, reverse polarity (contrast)
- Print considerations: adjust font size, magnification, and reverse polarity (contrast)
- Use a sighted/human guide or cane
- Acoustic considerations: use noise cancelling headphones, find a calm space to do activities

EACH STAGE IS AT LEAST 24 HOURS. PROGRESS TO THE NEXT STAGE ONLY IF ACTIVITIES ARE TOLERATED WITHOUT NEW OR WORSENING SYMPTOMS. IF SYMPTOMS REAPPEAR OR GET WORSE, RETURN TO THE PREVIOUS STAGE.

STAGE 4 Reduced working hours with accommodations

POSSIBLE MODIFICATIONS

- Health and wellness considerations: Routine check-in, support system in place, sleep management routines
- Acoustic considerations: use noise cancelling headphones, find a calm space to do activities
- Print and Technology considerations: adjust screen brightness, blue light, font size, reverse polarity (contrast)
- Self-advocacy considerations: explain symptoms and adaptations to employer, be self-aware of limits
- Avoid overstimulating environments

STAGE 5 Regular working hours with accommodations

POSSIBLE MODIFICATIONS

- Same as Stage 4, as needed

STAGE 6 Return-To-Work

POSSIBLE MODIFICATIONS

- Once employee has been cleared for full return-to-work, slowly work towards decreasing accommodations until they are no longer needed

NOTE

Not all individuals may make it to stage 6, as some may experience persistent symptoms that require continuous accommodations or modifications to their work and/or daily lives.

Everyone experiences concussion differently and recovery is not a straight line. This guideline works to provide guidance for those with vision impairments returning to work after sustaining a concussion. Every employee will need a unique amount of time and accommodations to recover.