

Acquired Brain Injury Symptoms & Workplace Accommodations

What It Can Look Like

Fatigue (Physical & Cognitive)

Persistent exhaustion and “brain fog” that reduces focus, memory, and stamina

Headaches & Dizziness

Pain and sensitivity from tension, migraines, or musculoskeletal issues, may include dizziness



Vision Changes

Blurred or double vision, light sensitivity, or visual field cuts



Memory Changes

Trouble recalling information or remembering tasks and deadlines

Attention & Concentration

Difficulty focusing, staying on task, or filtering distractions



Information Processing

Slower response times when gathering or acting on information

How to Accommodate

- Offer flexible scheduling and gradual return-to-work plans
- Allow frequent, rest breaks
- Allow remote or hybrid work
- Quiet, low-stimulation workspace with natural lighting
- Use of anti-glare screens, noise-cancelling headphones, or light-filtering glasses
- Modify screen settings (brightness, dark mode)
- Offer tools to reduce glare and eye strain
- Support frequent breaks from screens
- Provide written instructions and meeting summaries
- Allow recording of meetings or use AI note-taking tools
- Encourage structured daily routines
- Offer quiet spaces or private office
- Allow for a meeting free day or afternoon
- Provide extra time for tasks and decisions
- Share meeting agendas in advance

Learn More by Visiting www.braininjuryandreturntowork.ca