



## Dream Big

**“I want my clients to dare to dream!**

To seek out a job they actually want, versus falling back into the familiar. They struggle to dream big, to believe that they can actually go to college.”



### Employment Organizations can assist with:

- Identifying appropriate jobs
- Skills matching
- Resume writing



### SEEKING EMPLOYMENT

### IPV Support Organizations can assist with:

- Identifying goals
- Interview preparation and role play
- Emotional support



### Disability Advocacy Organizations can assist with:

- Accommodation rights
- Available support options
- Local employment options



## Strength in Resilience

“Some of the same qualities that make a person a survivor are qualities that an employer would want. The resiliency, the strengths women have demonstrated through their survival are things that make them the best employees.”

### Be Proactive

- Know your strengths and challenges
- Provide your employer with solutions to help you succeed



### KEEPING EMPLOYMENT

### Ask for Accommodation

- Know about your rights and responsibilities
- Identify areas of challenge
- Ask for specific accommodations



### Make a Disclosure Plan

- Who do you need to tell?
- What supports do you need?
- How can they help?



### Safety Planning

- Identify areas of risk
- Suggest ways your employer can help

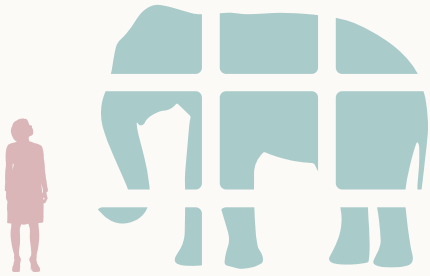


For more information please visit the Abused & Brain Injured Toolkit at [abitoolkit.ca](http://abitoolkit.ca)

# Supporting Survivors of IPV & TBI

Consider the possibility of a

## Traumatic Brain Injury



Look at the whole picture,  
**not just a piece of it.**

Provide support  
for suspected TBI,  
**even if you are not sure.**

Work to make a calm, quiet environment:

- reduce noise
- reduce visual distractions
- use soft lighting



### ✓ Simple tasks



Ask what she understood,  
not if she understood.



Keep meetings short and  
simple...better to have  
two meetings in one day  
than one long one.



Keep tasks and to-do's  
simple...ask for her to do  
two or three things, not  
five, and write them down  
to remind her.

### ✓ Make lists



Encourage the use of  
memory aids (calendars,  
timetables, lists etc) if it  
is safe to do so.

#### Brain Injury Coordinator/Navigators

Help people adjust to living with a  
brain injury and assist them with  
getting access to appropriate services



#### Speech Language Pathologists

Help with communication and  
cognitive skills



#### Physical Therapists

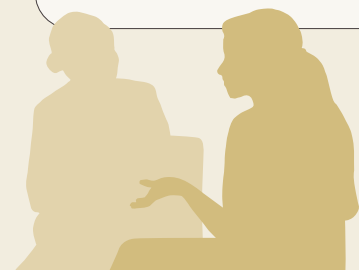
Help to strengthen someone's  
physical abilities



## Who Can Help?

#### Social Workers

Provide counselling and  
therapy along with practical  
assistance with problem solving  
and information gathering



#### Occupational Therapists

Help with daily activities in  
the home or workplace

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# The Intersection of Brain Injury & Intimate Partner Violence



**1 in 3 women**

will experience physical violence from an intimate partner during their lifetime



up to **92%** of violent encounters

include hits to the head, face, and neck, including strangulation

AS A RESULT,



up to **75%** of survivors of Intimate Partner Violence have possible brain injuries

## How you get a brain injury from IPV



Being hit in the head or face by a hand, fist, or other hard object



Being shaken



Having your oxygen or blood supply stopped by strangulation or choking



Being thrown up or down against a hard object



You do not need to lose consciousness to have a brain injury

## Impact on Survivors

Difficulty remembering things like important dates or events, appointments, tasks, or where you put things

up to  
Trouble telling police, doctors, or lawyers what happened to you

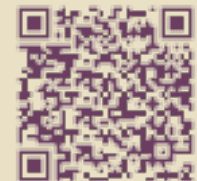
Difficulty sleeping or feeling rested after sleeping

Hard to concentrate on conversations or tasks that you need to complete

Feeling like a stranger to yourself, highly emotional, irritable, or just 'not right'

### What can you do if you suspect a BI?

- ✓ Go to a local Brain Injury Association for help
- ✓ Seek medical care when it is safe to do so
- ✓ Speak with local IPV support professionals and ask them about TBI



For more information please visit the Abused & Brain Injured Toolkit at [abitookit.ca](http://abitookit.ca)

# Signs & Symptoms of Traumatic Brain Injury

## Red Flag Symptoms



That warrant immediate medical attention



Neck pain



Loss of consciousness, in and out of consciousness



Confusion or irritability



Severe or worsening headache



Repeated vomiting



Unusual changes in behaviour



Seizures or convulsions



Double vision



Weakness, tingling or burning of the limbs

## Common Symptoms



### PHYSICAL

- Headaches
- Tinnitus (ringing in your ears)
- Chronic fatigue (both mental and physical)
- Nausea and vomiting
- Dizziness
- Blurred vision
- Changes to your menstrual cycle



### COGNITIVE CHALLENGES

- Decision making / judgement
- Reasoning / impulsivity
- Multi-tasking
- Concentration
- Memory storage and/or recall
- Organization
- Slowed thinking
- Inability to read facial expressions
- Communication



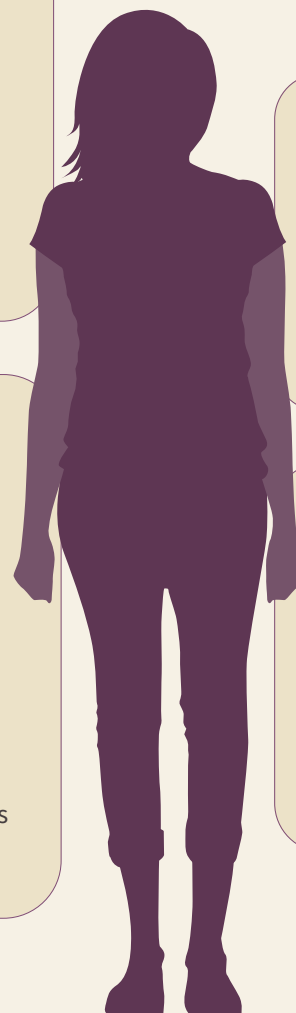
### SLEEP

- Sleeping more or less than usual
- Sleeping at odd times of day
- Trouble falling asleep
- Not feeling rested after sleeping



### PSYCHOLOGICAL

- Depression
- Anxiety
- Outbursts of anger and irritability
- Emotional lability (easy mood swings that can change quickly)
- Changes to personality



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# Traumatic Brain Injury and Mental Health



**1 in 3 women**

experience IPV in their lifetime

up to **75%** of IPV survivors experience TBI



an estimated **50-75%** of IPV survivors experience some mental health or substance use concern

IPV survivors with TBI experience **more depression, stress, & anxiety symptoms**



## The relationship between TBI and mental health is complex

TBI can make existing mental health concerns worse



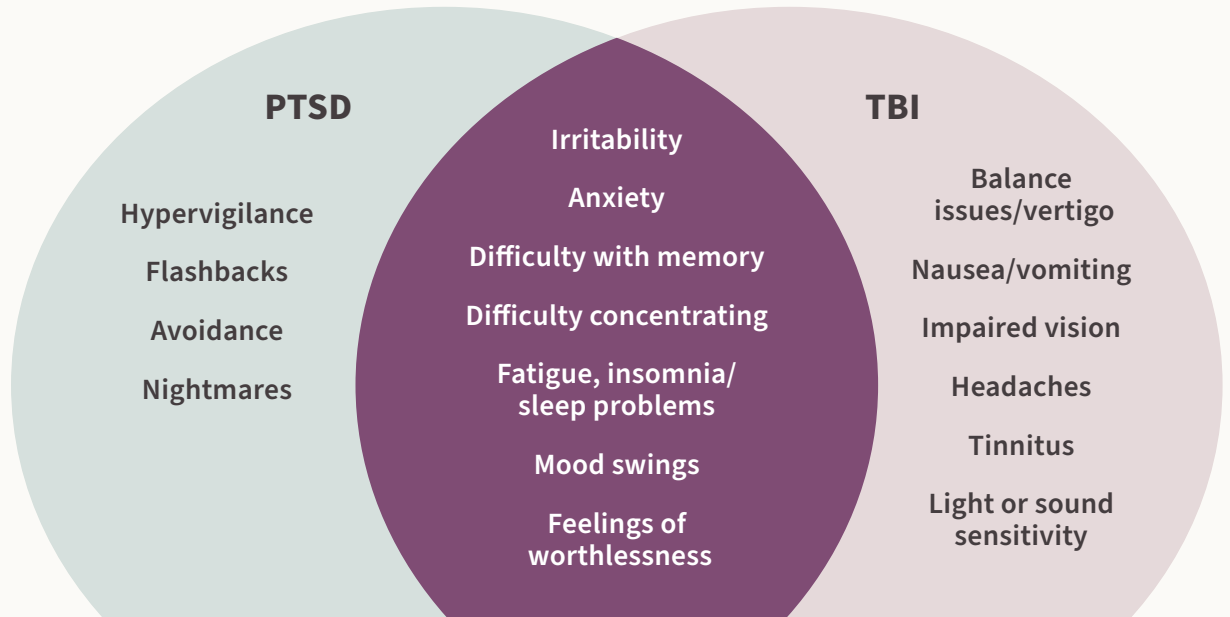
Mental health concerns can make TBI symptoms worse



**Why do we need to tell them apart?**  
Knowing TBI symptoms and assessing for possible history of TBI can help survivors get the care they need.



**TBI is often missed because it can look so much like PTSD, depression, or anxiety.**



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