



Understanding Veteran Mental Health



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Overview

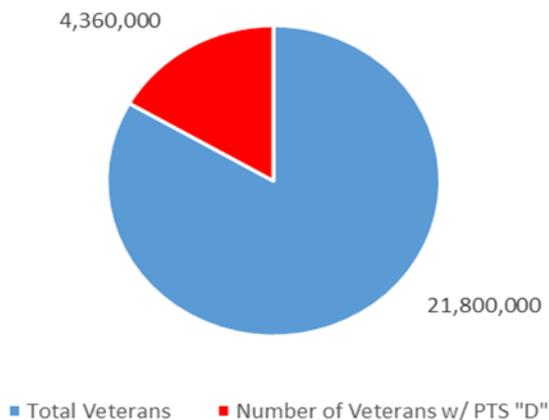
- **Many employers have expressed an interest in better understanding Post Traumatic Stress (PTS) and Traumatic Brain Injuries (TBI) in the workplace**
- **Our goal is to address common mental health misconceptions related to the Veteran community**

This presentation is for informational purposes only and all concerns related to Accommodations or the Americans with Disabilities Act (ADA) should be referred to your internal legal counsel

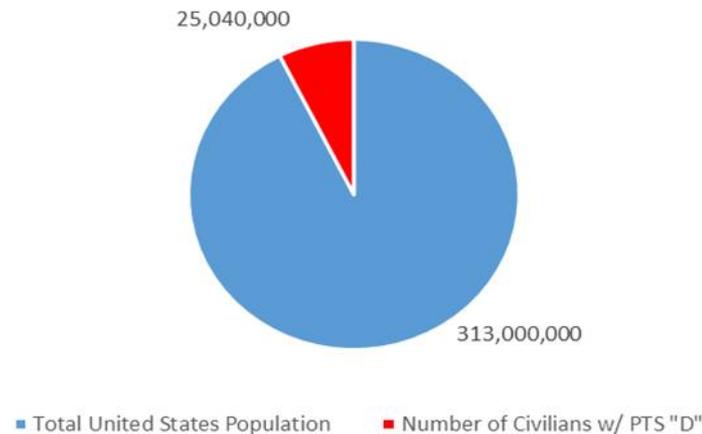


Addressing the Misconception of PTS "D"

Veterans with PTS "D"



Civilians with PTS "D"



PTS "D" rate among veterans is between 2% - 20%

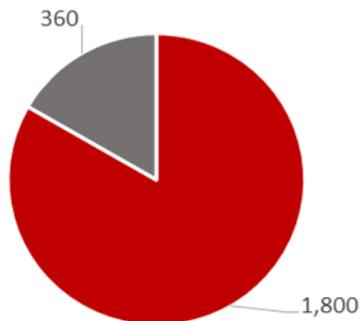
You're 5 times more likely to encounter a civilian suffering from symptoms of PTS!

PTS "D" rate among civilians is between 8% - 10%



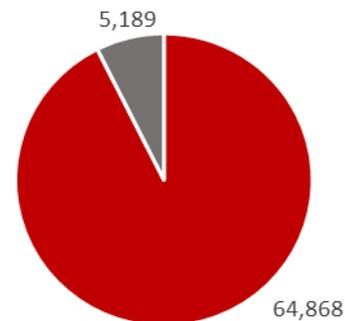
Addressing the Misconception of PTS "D"

Ohio State student-veterans With PTS "D"



- Total student-veterans at Ohio State
- Number of student-veterans with PTS "D"

Ohio State students with PTS "D"



- Total students at Ohio State
- Number of students with PTS "D"

In the Ohio State example, you're over 10 times more likely to encounter a non-veteran student suffering from symptoms of PTS!



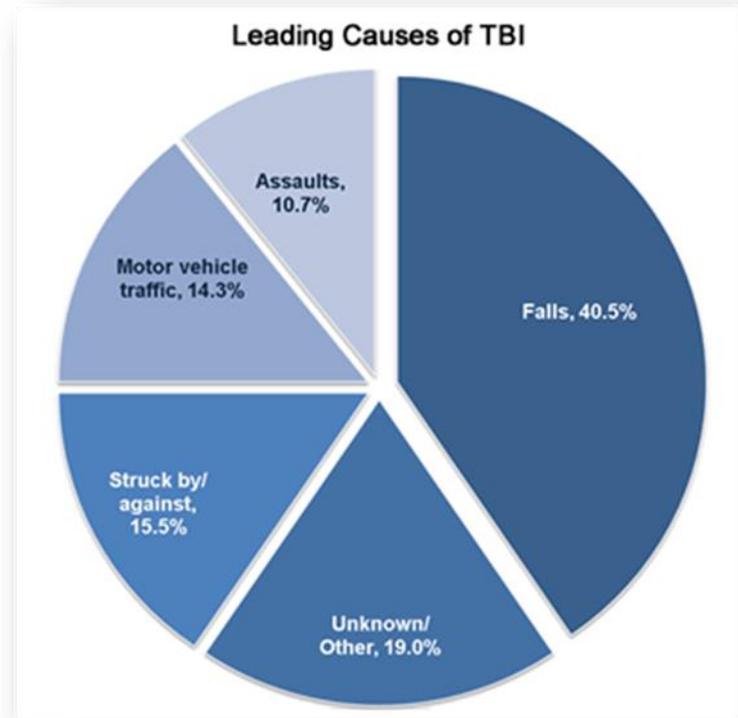
PTS “D” Myths

- **Myth: Veterans suffer disproportionately from PTS**
- **Fact: While veterans do experience PTS, their susceptibility to PTS is no greater than the average person**
- **Myth: Due to combat induced PTS, veterans are a liability and can break at any moment**
- **Fact: There is no data that confidently links PTS with a propensity for violence**



TBI Myth

- **Myth: Veterans get TBI in combat and are permanently damaged**
- **Fact: More than 1.7 million mild TBIs occur in the civilian community; most patients with mild TBI experience no long-term effects**

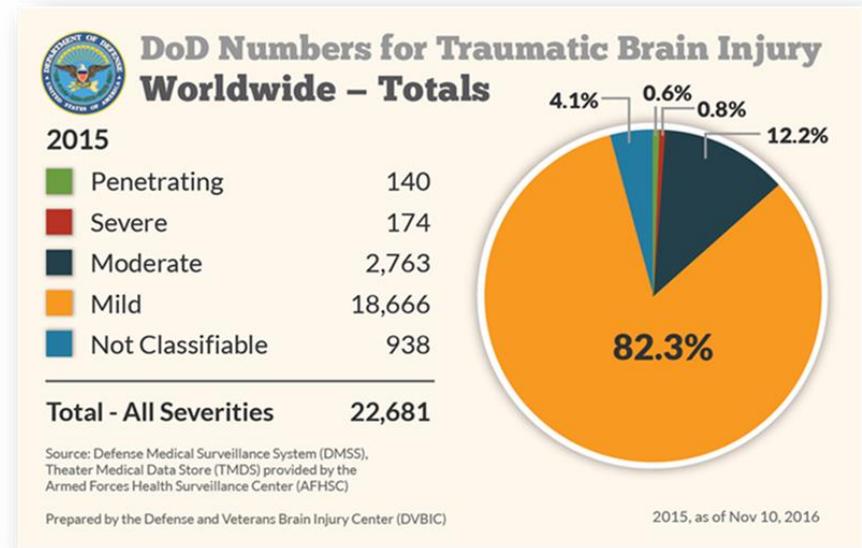


Source: Centers for Disease Control



TBI Myth

- **Myth: Veteran behavioral health challenges are specific to this generation**
- **Fact: Today's veterans are no more vulnerable to behavioral health challenges than previous generations; and have access to better diagnostic and treatment resources**





Accommodations

“Study results consistently show that the benefits employers receive from making workplace accommodations far outweigh the low cost.”

- JAN Accommodation and Compliance Series



Employers' Considerations

- **Person has to be qualified to perform essential functions of the job**
- **Maintain quantity or quality standards**
- **Consistent conduct standards**



Tip: Have a procedure in place to process requests for reasonable accommodations



What is a Disability?

- **Physical or mental impairment that substantially limits one or more major life activities of an individual**
- **Record of such impairment (medical documentation)**



What is a Disability?

- **Major life activities include, but are not limited to:**
 - Seeing, hearing, walking
 - Performing manual tasks
 - Caring for oneself
 - Sleeping
 - Learning
 - Concentrating, thinking, communicating, and working





Mitigating Measures

- **Medications**
- **Prosthetics, including limbs**
- **Hearing aids**
- **Learned behaviors**
- **Use of assistive technology**
- **Wheelchairs and walkers**
- **Working does not have to be the major life activity in which the individual is limited**
 - **i.e. limited in sleeping so needs flexible schedule**



Process for Identifying a Disability

- **Individual must self-identify as a person with a disability**
- **Must request reasonable accommodation**

This Starts the Interactive Process

- **You can ask for documentary proof**
 - That person has a disability
 - That the accommodation is needed
 - Cannot ask for therapy notes or all medical records

If more than one equally effective accommodation- employers choice which to provide



Process for Identifying a Disability

- **Employer can ask employee with a disability to submit to a medical examination (i.e. fitness for duty) if need is job related and consistent with business necessity**
- **If there are performance issues and employer thinks employee might need an accommodation to perform the job**



Accommodations for Invisible Disabilities

- **Once employee self identifies as having a disability, ask:**
 - How does the disability affect the ability to do the job?
- **Look at what accommodations might be provided to enable employee to do the job**
- **Develop strategies to deal with conflict**





Accommodations for Invisible Disabilities

- Attendance
- Problems with concentration
- Problems with memory
- Difficulty with being organized





Review

- **Veterans' susceptibility to post-traumatic stress is no greater than the average American**
- **A traumatic brain injury is nothing more than a concussion.**
- **58% of accommodations cost absolutely nothing**





For More Information

General Information:

Opportunities for Ohioans with Disabilities

614-438-1200

www.ood.ohio.gov

Accommodations:

<https://askjan.org/soar/>





Questions?



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