

Accommodating Autistic Employees In The Workplace



Provide Clear Communication

Many autistic individuals thrive with clear and direct communication. Use plain language and be specific about expectations, timelines, and tasks. Avoid non-literal language (idioms and metaphors).



Create a Structured Environment

Autistic individuals often benefit from a structured and predictable environment. Establish a routine and minimize surprises and changes whenever possible.



Allow for Sensory Accommodations

Many autistic individuals have sensory sensitivities, so providing accommodations such as noise-cancelling headphones or a quiet workspace can be helpful.



Provide Written Instructions

Autistic individuals may struggle with verbal instructions, so providing written instructions can be helpful. Consider allowing transcription during meetings or sending out written summaries of key information.



Be Flexible

Autistic individuals may need flexibility in their work schedule or in the tasks they are assigned. Be willing to make adjustments and accommodations to help them succeed.



Provide Support and Resources

Consider offering support and resources such as an employee assistance program or access to a mentor or coach. Don't make assumptions - ask what supports they need as each autistic individual's needs will vary.



Educate Coworkers and Managers

Educate coworkers and managers about autism and the unique needs and strengths of autistic individuals. This can help create a more inclusive and supportive work environment.