

# SUCCESS IN THE WORKPLACE

## EMPLOYER TOOLKIT

Strategies from  
Autistic Employees

## RECRUITING AUTISTIC TALENT



### Job posting reflection

Reflect on how inclusive your job postings/application forms are:

- Am I using clear, succinct language that can be interpreted literally?
- Am I only including skills that are essential for the job?
- Am I including a clear, but succinct description of the physical and social environment for this job?
- Am I only asking for education and experience that is necessary to succeed in this job?
- Am I asking only the questions I need to ask on the job application form?
- Am I including an inclusive hiring statement and offering to provide adjustments and supports throughout the hiring process to those who need it?



**Avoid statements like “reasonable accommodations are available as required by law.”** This tells a prospective employee that you only provide adjustments because it’s your legal duty, not because you’re striving to create an inclusive workplace. **Instead, consider something like “Adjustments are available upon request to all candidates throughout the selection process, as well as on the job.”**

### Why is the application description important?

*“In the application description, include a line about welcoming neurodivergent applications (this also includes being open to talk about it during the interview). I feel more inclined about opening up about being autistic when those lines are included and more at peace in the interview knowing that I don’t have to pretend to be neurotypical. (Extra points to the company if they are running a recruitment event for autistic people.)”*

*autistic employee*