

SUCCESS IN THE WORKPLACE

EMPLOYER TOOLKIT

Strategies from
Autistic Employees

EMPLOYEE SEPARATION



When an employee is leaving or being terminated because they were a “poor fit”, take the time to learn from an employee separation and reflect on how autism inclusive practices are being used in the organization.

Some critical questions an employer may want to ask themselves if an employee left, or was terminated due to being a poor fit:

Examining inclusion practices following employee separation:

- Why was the employee a poor fit?
- What efforts, if any, did the employer make to support the employee?
 - What was the employee’s response to those efforts?
 - What was the outcome of those efforts?
 - Did the employee’s performance improve or worsen?
 - Did the employer periodically review the adjustments they were providing for the employee? If yes, how often? If not, why not?
- How was the employee treated by their co-workers or immediate supervisors?
 - What could the employer have done differently to prevent this?
- Did the employee ask for supports, or did the employer ask how they could support the employee?
- Did the employer do everything feasible to provide adjustments for the employee?
- Was the employee’s job description clear? Did it include all required skills and responsibilities?
- Did the employee have a chance to ask questions about their job description, if they had any?
- Did the employer provide a mentor during the onboarding process?