

SUCCESS IN THE WORKPLACE

EMPLOYER TOOLKIT

Strategies from
Autistic Employees

AUTISTIC WORKERS SURVEY

Success in the Workplace: Strategies from Autistic Employees Toolkit is a toolkit of resources that specifically meet the needs of autistic adults and the businesses that hire them. To support the development of the toolkit, surveys of both autistic workers and inclusive employers were conducted.

The **Autistic Workers Survey**, developed in collaboration with the **Centre for Interdisciplinary Research and Collaboration in Autism**, gathered input from autistic people about what they feel makes an inclusive, welcoming and supportive work environment.

What makes a work environment inclusive?

from autistic employees

"A supportive and understanding person such as a boss or mentor who can ease you into the job and the pre-existing co-worker group situation."

"Accommodations for different work styles/needs being a part of the overall culture so that asking for accommodations does not feel bothering/shaming."

"Clear, direct instructions and clear explanations in a form that works for the individual (written for me)."

5 *supports that make a work environment inclusive, welcoming and supportive for Autistic employees:*

- ✓ welcoming & non-judgemental environment
- ✓ familiar with autism or willing to learn
- ✓ supportive management
- ✓ having a mentor
- ✓ clear communication of expectations

RESPONDENT PROFILE

171 Autistic Canadians

- All 10 provinces & the North West Territories
- 22 responses from outside of Canada
- Self-identified as having autism spectrum disorder or had a formal diagnosis

Self-Identity

There are varied preferences in the autism community regarding the use of 'person first' language compared to 'identity-first' language.

47%

Identity First
Identified as autistic

31%

Person First
Identified as person with autism

12%

Neurodiverse
Identified as neurodiverse

Employment History

88%

HAVE BEEN EMPLOYED AT SOME POINT IN THEIR LIVES

HAVE DIFFICULTY STAYING EMPLOYED

56%

Most common reasons for not staying employed:

- social & communication challenges
- bullying & harassment
- trouble fitting in
- stress, anxiety & burn out
- inadequate training & employer support

64%

SHARED THEIR DIAGNOSIS WITH THEIR EMPLOYER

DURING THE APPLICATION PROCESS

33%

29%

AFTER THE FIRST THREE MONTHS

11%

Non-Binary

39%

Male

47%

Female

OVER 60%

respondents were under 40 years old



While there is a higher prevalence rate of autism in males than females, more females participated in the survey.