

# SUCCESS IN THE WORKPLACE

## EMPLOYER TOOLKIT

Strategies from  
Autistic Employees

## INCLUSIVE EMPLOYER 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.



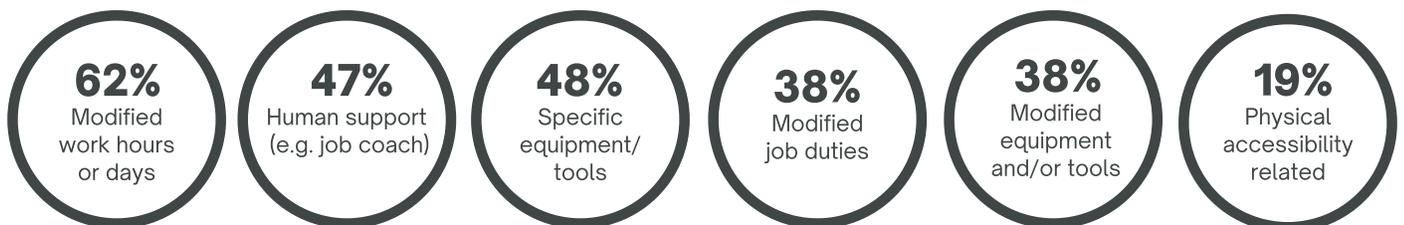
The most common motivation to create an autistic-inclusive workplace was to increase talent in the workforce by tapping into an untapped labour pool.

The inclusive employer survey aims to learn more about what companies are and are not doing to create autism inclusive workplaces. **Normalizing conversations about what "adjustments" a person might need to be successful was viewed as a preferred approach to "disclosure."**



All employees can benefit from adjustments (remote work, flexible schedules, etc.)

### Most Common Adjustments Provided for Employees:



# Autistic Inclusive Environment

# 1/3

*of employers do not think they provide an autistic-inclusive work environment and indicated it is not on their company's radar.*



Did you know? Neurodiversity is common. Include information about autism and other neurodiversity differences including ADHD, dyslexia, dyspraxia, dyscalculia, dysgraphia and motor and phonic tics as a part of your organization's standard learning processes.

## Top 3 strategies for creating an autistic-inclusive workplace

Employer	Autistic Employee
Staff training on autism and autistic-inclusive workplaces	Welcoming and non-judgemental environment, where people are familiar with ASD and/or willing to learn about it
Internal expertise on inclusion specific to autism	Supportive management/having a mentor to ask questions
Advice and information from other autistic-inclusive businesses	Clear communication of expectations and communication adjustments provided

**Primary concerns about hiring an autistic employee:**

**1** difficult to manage, and awareness and attitudes of customers

**2** unfamiliarity with autism, the employee won't be able to perform the required tasks



Information, strategies and tools in this toolkit will address these concerns.

# RESPONDENT PROFILE

Employers from every province and territory completed the survey, along with four employers from outside of Canada.

## Business size:

1-50  
50.0%

51-100  
8%

101-500  
15%

501+  
27%

## Top sectors were:

- Non-profit
- Service industry
- Majority non-union

## Type of employers:

- Primarily business owners
- Hiring managers
- Senior leaders

## Organizations that had employed an autistic person:

**44%** Yes **24%** No **32%** Not sure

**36%**

of organizations had participated in an employment program that supports autistic workers through a non-profit or agency. All rated the experience as positive.

**85%**

of organizations have provided accommodations and/or supports for an employee.