

SUCCESS IN THE WORKPLACE

EMPLOYER TOOLKIT

Strategies from
Autistic Employees

ATTRACTING AUTISTIC EMPLOYEES



Demonstrating an organization is autism friendly and inclusive will increase an organization's attractiveness to talented autistic job seekers.

A list of ideas to help attract autistic employees:

- Include an **inclusive hiring statement** on the company website.
- Ensure the **website and materials on the website are accessible**.
- Communicate in easily accessible, plain language.**
- Most people are familiar with the wheelchair accessible symbol. **Learn more about the [communication access symbol](#).**
- Consider **universal design principles when developing policies and processes**. Examples of universal design relevant to autistics include:
 - clear signage
 - speech to text
 - closed captioning, etc.By implementing universal design principles, you will make your organization more attractive to everybody, including autistic job seekers.
- Highlight recognition your company has received for being a diverse and inclusive employer.**
- Collect and **share stories from employees with different disabilities** about why they like working for you.
- Feature **stickers or signs indicating you welcome people with disabilities**.
- Take steps to **make as much of the worksite as possible sensory-friendly**.
- Take a look at your signage**: does it mean what it says, or could it be confusing to an autistic person who interprets signs literally.
- Support employee learning about disabilities including neurodiversity like autism**. An autistic person that has a good customer experience is more likely to expect that they would have a good employee experience.
- Emphasize clear communication**. If an autistic person finds your employees' communication styles confusing, they may not consider your company to be an autistic-inclusive company.
- Share information about inclusive initiatives (i.e.) sensory-friendly shopping hours.**

