

# SUCCESS IN THE WORKPLACE:

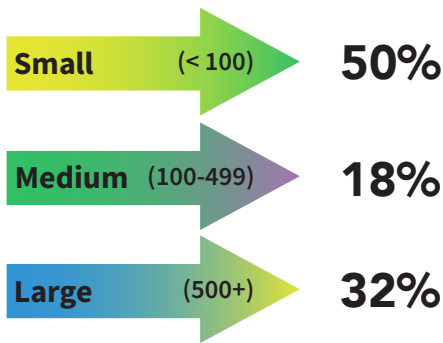
## Strategies from Autistic Employees

Part of a toolkit\* for employers to help create opportunities for autistic people in the workplace

### Inclusive Employer Survey:\*\* Highlights and Key Learnings

#### Who filled out the survey?

Size of Employer, by number of employees:



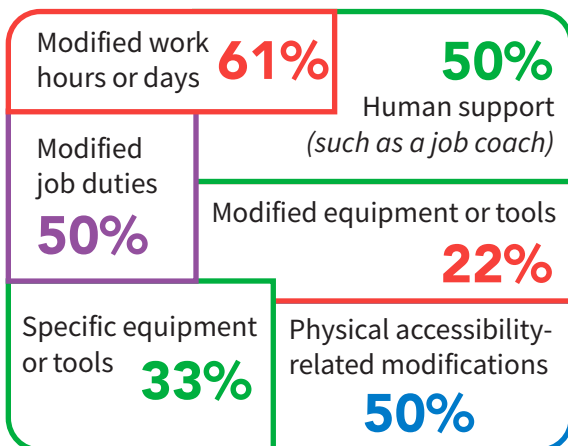
**Non-profit organizations and the service industry** were represented **most**.

**40%** had employed an autistic person

**80%** have provided adjustments and/or supports for an employee

*All provinces and NWT represented.*

#### Most common adjustments:



Most common **motivation** to create an autistic-inclusive workplace was to **increase talent in the workforce by tapping into an underutilized labour pool.**



#### Disclosure

Autistic employees' most common reason for **NOT** disclosing was **fear of discrimination or judgment.**

Only **9%** of organizations rated themselves proficient at supporting disclosure of a disability.



#### Something to think about:

Normalizing conversations about what adjustments a person might need in order to be successful was viewed as a preferred approach to "disclosure".

#### Strategies commonly identified as autistic-inclusive

Employers already have or would be **very likely** to implement the following strategies:

1. Flexible working hours
2. Adjustments to the traditional interview
3. Internship trials
4. Communication adjustments
5. Sensory modifications
6. Adjustments to physical setting
7. Job coaching through partnership
8. Support for workers to be autistic-inclusive

**Inclusive companies are more productive, more profitable and have more satisfied employees and customers.**

\*SUCCESS IN THE WORKPLACE: Strategies from Autistic Employees Toolkit.

*A toolkit of resources that specifically meet the needs of autistic adults and the businesses that hire them.*

\*\*The INCLUSIVE EMPLOYER SURVEY asked companies to share what they are and are not doing to create autism-inclusive workplaces. The ultimate goal is to increase the odds of successful and sustained employment for autistic adults.

For more information or to view the toolkit, visit: [www.worktopia.ca](http://www.worktopia.ca)  
If you have any questions or comments, email: [info@worktopia.ca](mailto:info@worktopia.ca)