

# Workplace Advocacy and Supports for Autistic Employees

Preparing and requesting supports can help employees feel more comfortable in your workplace, and set them up to be more successful at their job.



This sheet offers a short list of recommendations for supports that a company and/or an ERG can advocate for to better support Autistic colleagues. These best practices can benefit all employees as well.



## Working Environment

- **Office Lighting:** Bright lights, such as fluorescent overhead lights can be distracting and contribute to sensory concerns. Assign a workspace with different lighting, i.e. desk lamps or floor lamps, with natural light being preferable.
- **Noise Levels:** Modern open office plans can make it difficult for Autistic individuals with sensory sensitivities to focus. Assigning a desk in a quiet area, or normalizing the use of noise-buffering earplugs, earbuds or noise-canceling headphones can enable far more productivity.



## Workplace Options

- **Schedule:** Advocate for a flexible schedule system in order for Autistic individuals to work optimally during hours of increased attentiveness/productiveness. These schedules allow for individuals to have time for mental rest in order to refocus and reorient into their work.
- **Flexible Work Environment:** Not all roles can be made to work remotely, however if possible, this support can be an excellent alternative for employees and colleagues.
- **Job Coach:** Work to both advocate and destigmatize the option to have a job coach. These individuals provide on-site training to your employee or colleague and will assist them in performing their role.