

OSNS LINK TO SUCCESS

Employer Workshop

Part 1: Overview of Autism in the Workplace

Created by:
Adora Wong - OSNS Supported Employment Worker & Interventionist
Maryanne Beauregard - OSNS Finance Support



Part One

- Overview of Autism
- Understanding Stigma
- Autistic Masking
- Monotropism
- The Double Empathy Problem
- Social Challenges
- Sensory Challenges
- Inclusion in the Workplace



01

Overview of Autism

- Autism is a lifelong neurodevelopmental difference that impacts all parts of a person's life
- Autism is a spectrum: it affects people in different ways
- Common autistic traits: differences in thinking, communication, processing senses, moving, socialization
- Challenges can include: executive function, sensory processing, repetitive behaviours, motor skill differences, communication, and information processing
- Autism is not curable nor in need of a cure



Understanding Stigma

- Stigma can be perceived, anticipated, experienced, and internalized
- Autism is stigmatized because of “atypical behaviours” and a lack of visible physical traits
- Disclosure is a personal choice
- Many autistic individuals have already experienced unwelcoming or hostile environments, and might mask their traits in order to feel safe
- There is stigma around asking for accommodations
- 77% of autistic people are unemployed

Reflect on the language we use to talk about autism



03

Autistic Masking

- Masking is when a person hides their preferences in order to accommodate others
- “Passing” as neurotypical: a psychological safety mechanism
- Not limited to autism
- Masking is uncomfortable and exhausting: it leads to poor mental health
- Masking starts in childhood



04

Autistic Masking

- Masking in the workplace can look like:
 - Hiding sensory sensitivities, faking eye contact, minimizing passions, memorizing social scripts, limiting communication styles
- “Don’t be afraid to be yourself!” isn’t enough

Create a space free of real or perceived discrimination, judgement, abelism, and barriers to career opportunities and advancement



05

Monotropism

- A special attentional focus on a specific task or topic
- The opposite is **polytropism**: the more common experience of holding multiple interests or giving attention to many tasks/topics at the same time

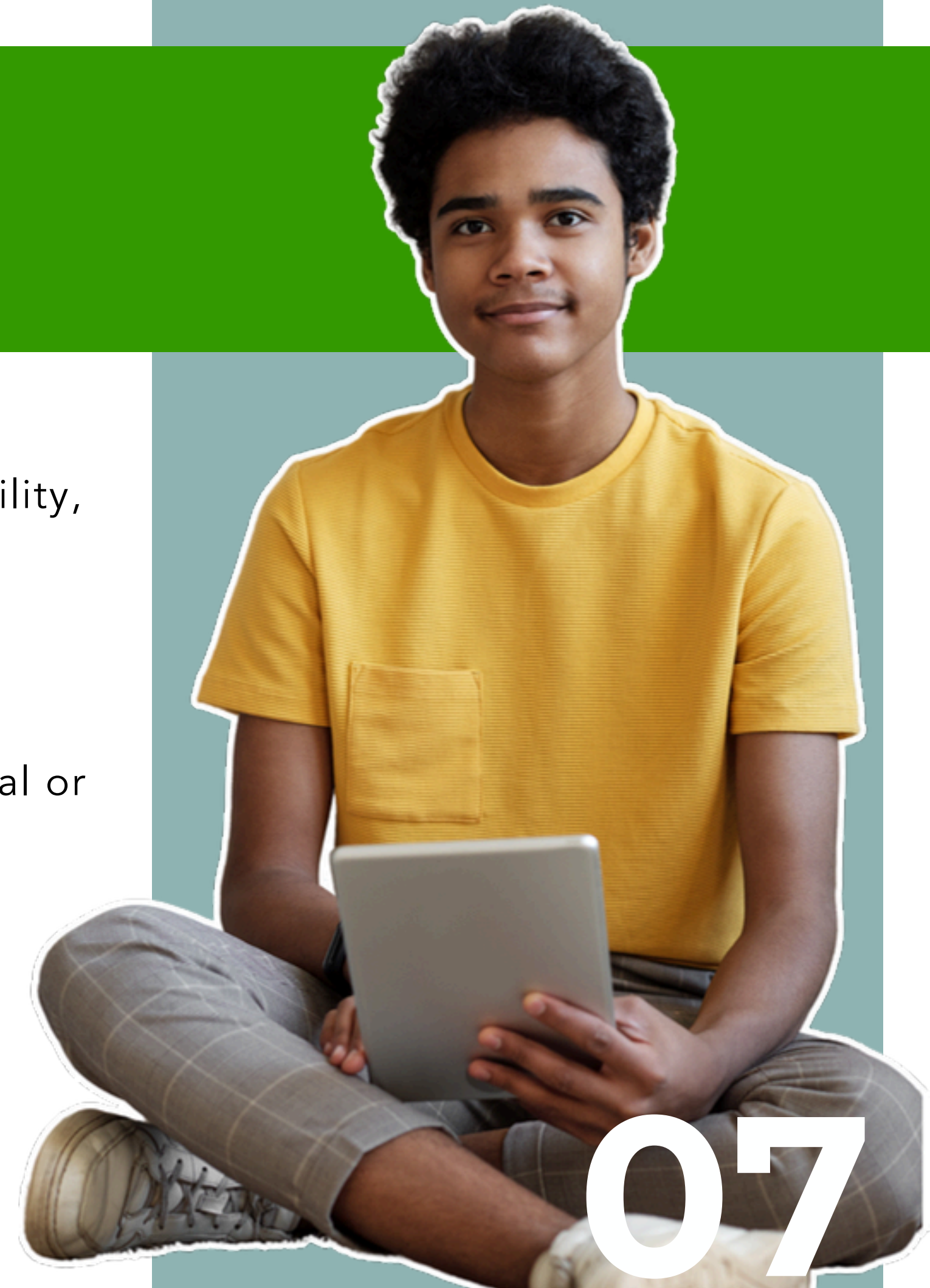


06

Monotropism

- Benefits of monotropism:
 - Attention to detail, high levels of focus and attention, reliability, calm and sensory regulation, joyful experience
- Challenges of monotropism:
 - Can lead to neglecting one's own needs
 - Not compatible with workplaces that require rapid attentional or energy shifts

Carefully embrace monotropism as a way to improve autistic mental health and workplace productivity



07

The Double Empathy Problem

- A theory that suggests that people with different methods of communication have trouble understanding each other
- Communication breakdowns are a two-way issue: both parties need to work together to form connection
- An interesting study done in 2020 about autistic and **allistic** rapport

Learn about, accept, and implement autistic styles of communication in our workplaces



08

The Double Empathy Problem exercise

How could you model good cross-neurotype communication in the following situations?

- An autistic person is info-dumping (sharing a lot of knowledge on a specific topic), and you feel overwhelmed
- Someone is speaking very loudly in the workplace
- A colleague does not look at you when you are speaking to them



09

Social Challenges In the Workplace

- Differences in social interactions are often the first traits we notice
- Neurotypical norms that can be challenging:
 - Making eye contact, back and forth conversation, small talk, sarcasm, socially acceptable manners, and allistic modes of communication
 - Failure to adhere to these norms result in labels: "difficult", "evasive", "odd"



10

Social Challenges In the Workplace

- Workplace challenges:
 - Job interviews
 - Looking at others when communicating
 - Responding to someone calling their name
 - Responding verbally in a timely manner
 - Keeping up with small talk
 - Communicating in a socially acceptable tone of voice
 - Not realizing when people are disinterested in a subject they are talking about
 - A lack of understanding about autism in the workplace
 - Mental, emotional, and physical abuse from co-workers



Social Challenges In the Workplace

- Question social norms
- Learn autistic styles of communication, like stimming, blunt honesty, avoiding eye contact for sensory reasons
- Offering accommodations, being clear about workplace expectations (especially unwritten rules), promoting self-advocacy and boundaries
- We are not going to correct “autistic behaviours”

Promote social understanding over social skills



12

Sensory Challenges In the Workplace

- Up to 90% of autistic individuals have sensory processing sensitivity
 - Difficulty filtering sensory information
- Hypersensitivities:
 - Fluorescent lights
 - Untidy environments
 - Noises from electrical appliances and air vents
 - Fabric textures and clothing tags
 - Strong scents
- Overstimulation can cause anxiety, frustration, memory issues, reduced ability to concentrate on tasks
 - Open-plan offices tend to be worse for overstimulation



Sensory Challenges In the Workplace

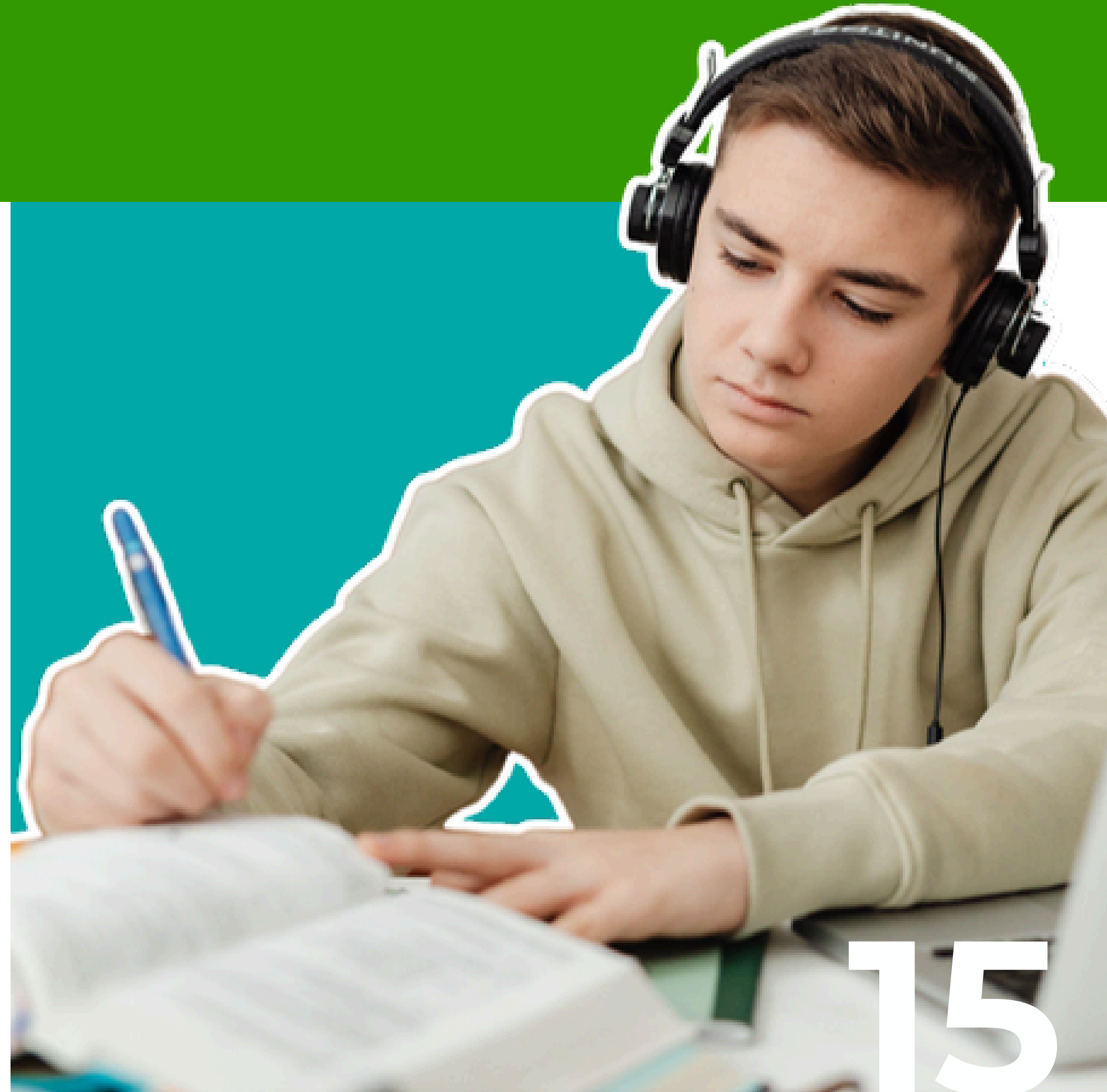
- Hyposensitivities
 - Proprioception: knowing where you are in space
 - Vestibular senses: sensing motion, changes in movement, balance
 - Interoception: knowledge of thirst, hunger, body temperature, pain
- Strategies for sensory overwhelm
 - Repetitive movements, such as playing with hands or air
 - Humming
 - Using a desk lamp or seeking natural lighting
 - Sitting in “weird” positions
 - Noise-reducing ear plugs, tinted lenses, comfortable clothing



Sensory Challenges In the Workplace

- Create sensory-friendly work environments
 - Quiet areas, allowing sensory breaks
- Have a framework available for requesting accommodations

Understanding sensory differences can help us create environments in which everyone thrives



15

What is Inclusion?

What is *integration*?

- A model that appears to accept employees with disabilities
- The person has to be “fixed” before they can fit into the current system
- The neurodivergent worker alone takes on the responsibility to adjust and adapt, otherwise they will fail in the workplace



16

What is Inclusion?

- What can **integration** look like?
 - “Appropriate social behaviours” training without acknowledging communication and sensory differences
 - Positive behaviour supports
 - Awareness training without further action
 - Decisions being made without the input of the affected persons
 - A workplace culture that worries autistic employees are “getting away” with policies



What is Inclusion?

- What is **inclusion**?
 - Understanding and embracing differences
 - Focuses on building relationships and spaces where everyone can thrive - not only the autistic/neurodivergent person
- What does **inclusion** look like?
 - Identifying and accepting both the needs and strengths of an autistic person in the space
 - Encouraging employees to explore their own identities and address possible biases



What is Inclusion?

- What does inclusion look like? (cont.)
 - Shifting from autism “awareness” to autism “acceptance”
 - Honouring various forms of communication and not seeing autistic communication as being deficient
 - Regularly reviewing policies and procedures with input from diverse voices
 - Providing a sensory-friendly workplace
 - Providing flexible work arrangements when possible



What is Inclusion?

Integration	vs	Inclusion
Needs of "special employees"		Rights of all employees
Changing/remedying the subject		Changing the work environment
Benefits the employee with "special needs"		Benefits all employees
Positive behaviour supports		Understanding the double empathy problem
Autism awareness		Autism acceptance

Organizations that strive for inclusion, acceptance, and understanding are more likely to have happier, healthier, and more positive employees.



21

OSNS LINK TO SUCCESS

Employer Workshop

Part 2: Workplace Supports



Part 2: Workplace Supports

- Inclusive Recruiting Strategies
- Inclusive Interview Adjustments
- Workplace Disclosure
- Workplace Accommodations
- Supports in the Workplace



Inclusive Recruiting Strategies

- Autistic individuals look for authenticity in Diversity, Equity, and Inclusivity statements
- Job descriptions can be a barrier
 - Selection criteria can be overwhelming
 - Examples of daily performance expectations can be helpful
 - What is “good communication”?
 - Can skills be learnt, worked on, and developed while in the role?

JOIN
OUR
TEAM



24

Inclusive Recruiting Strategies - example

ABC Learning Centre -ECE

Must hold valid BC ECE License to Practice, valid First Aid. Experience preferred. Applicant must be reliable, responsible, self motivated, team oriented, hard-working and passionate.

This position is a full time position in a 3 to 5 program.

Comparable wages based on experience, W/E provided, 5 sick days paid, benefits after 3 month probation, vacation time is flexible.

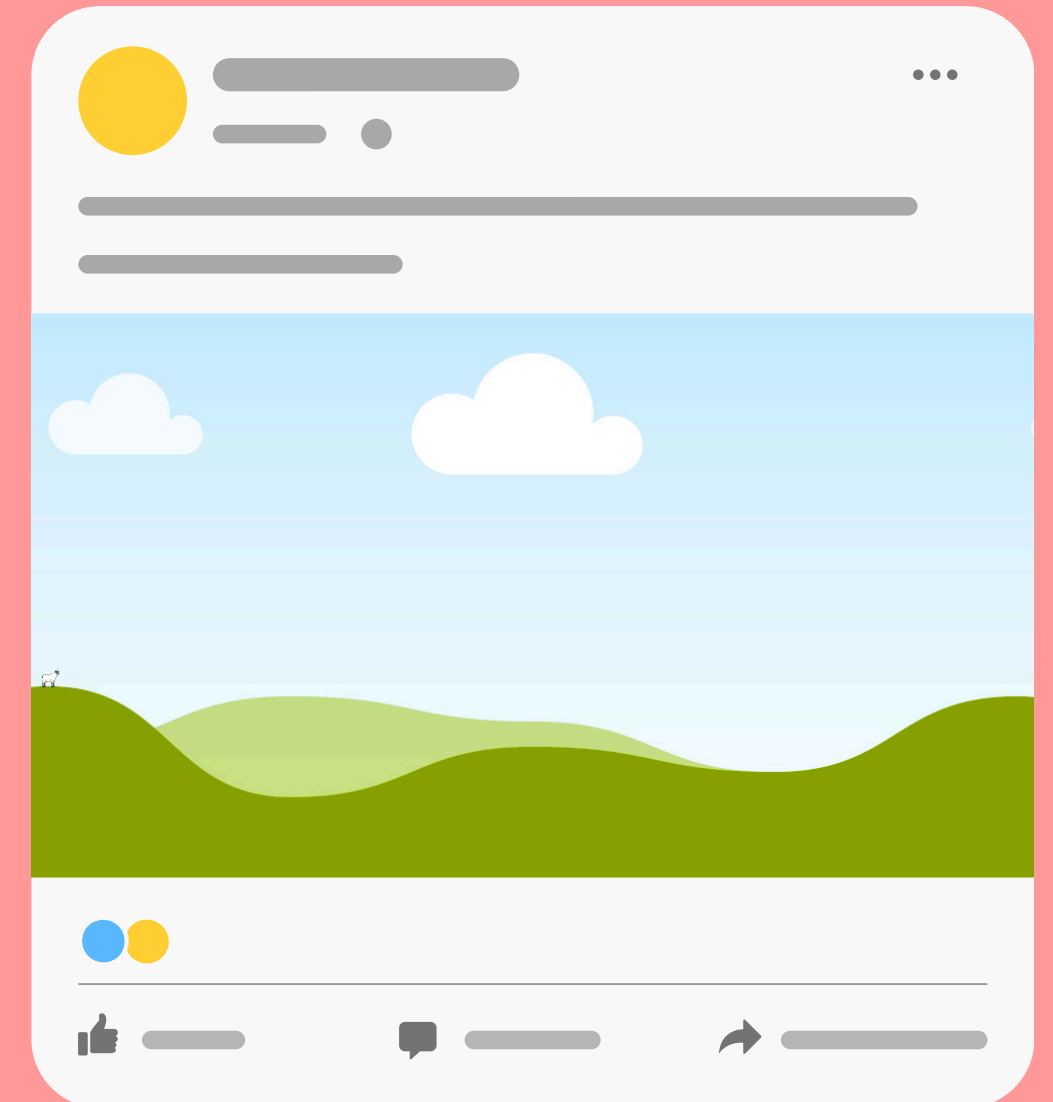
Please email resume with cover letter-do not phone
abclearningcentre@hotmail.com

Application Dates: 02/15/2025 -

Position: ECE

Category: ECE

Location: Penticton



25

Inclusive Recruiting Strategies - example

ABC Learning Centre -ECE

Must hold valid BC ECE License to Practice, valid First Aid. **Experience preferred.**
Applicant must be reliable, responsible, self motivated, team oriented, hard-working and passionate.

This position is a **full time position** in a 3 to 5 program.

Comparable wages based on experience, W/E provided, 5 sick days paid, **benefits after 3 month probation**, vacation time is flexible.

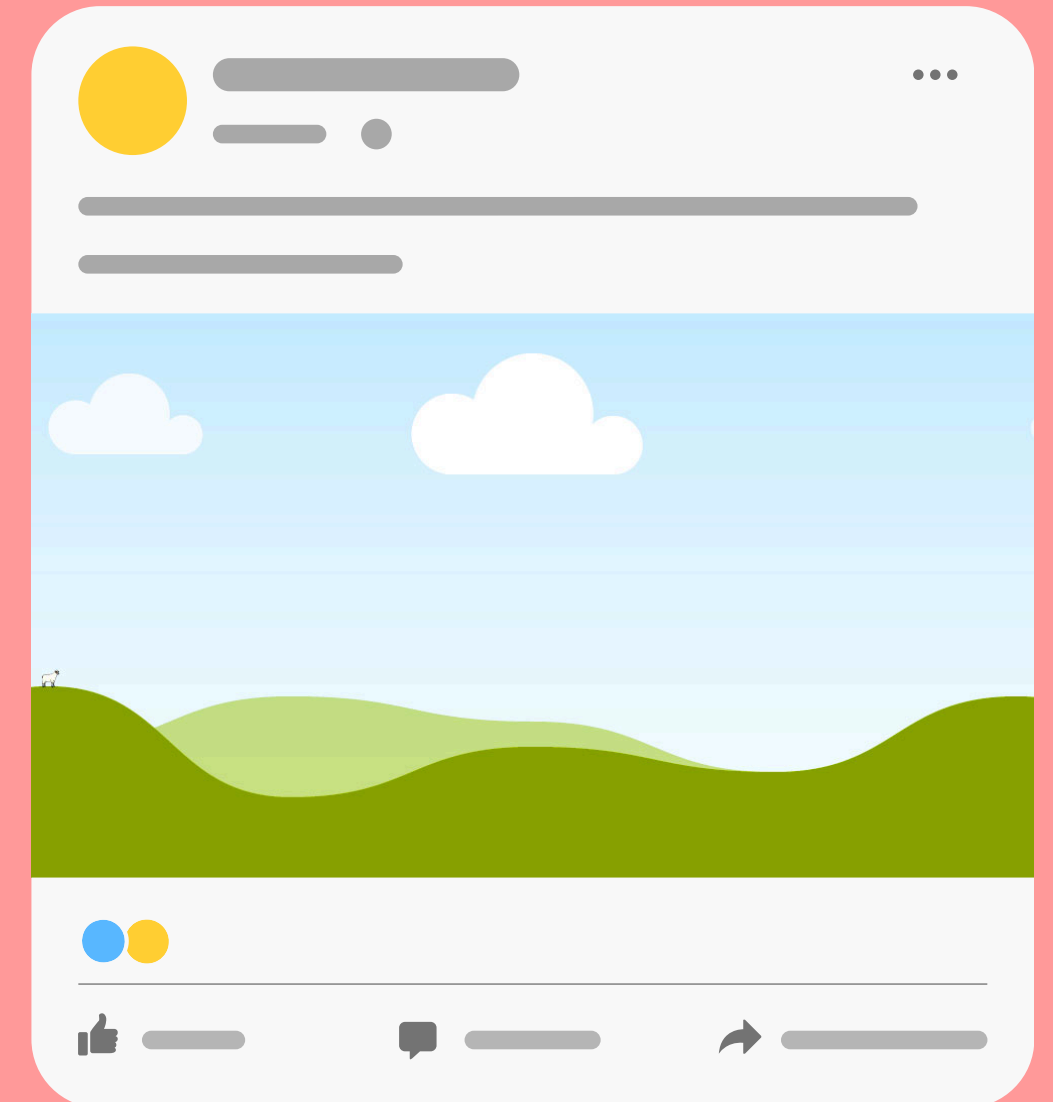
Please email resume with cover letter-do not phone
resumes@abclearningcentre.org

Application Dates: 02/15/2025 -

Position: ECE

Category: ECE

Location: Penticton



26

Inclusive Recruiting Strategies - example

ABC Learning Centre -ECE

Position: ECE - 3-5 program, full time

Hours of Work: Monday to Fridays, between 7:30am-5:30pm

Location: Penticton

Wages: \$21, with additional wage enhancement grant of \$6/hr

Qualifications:

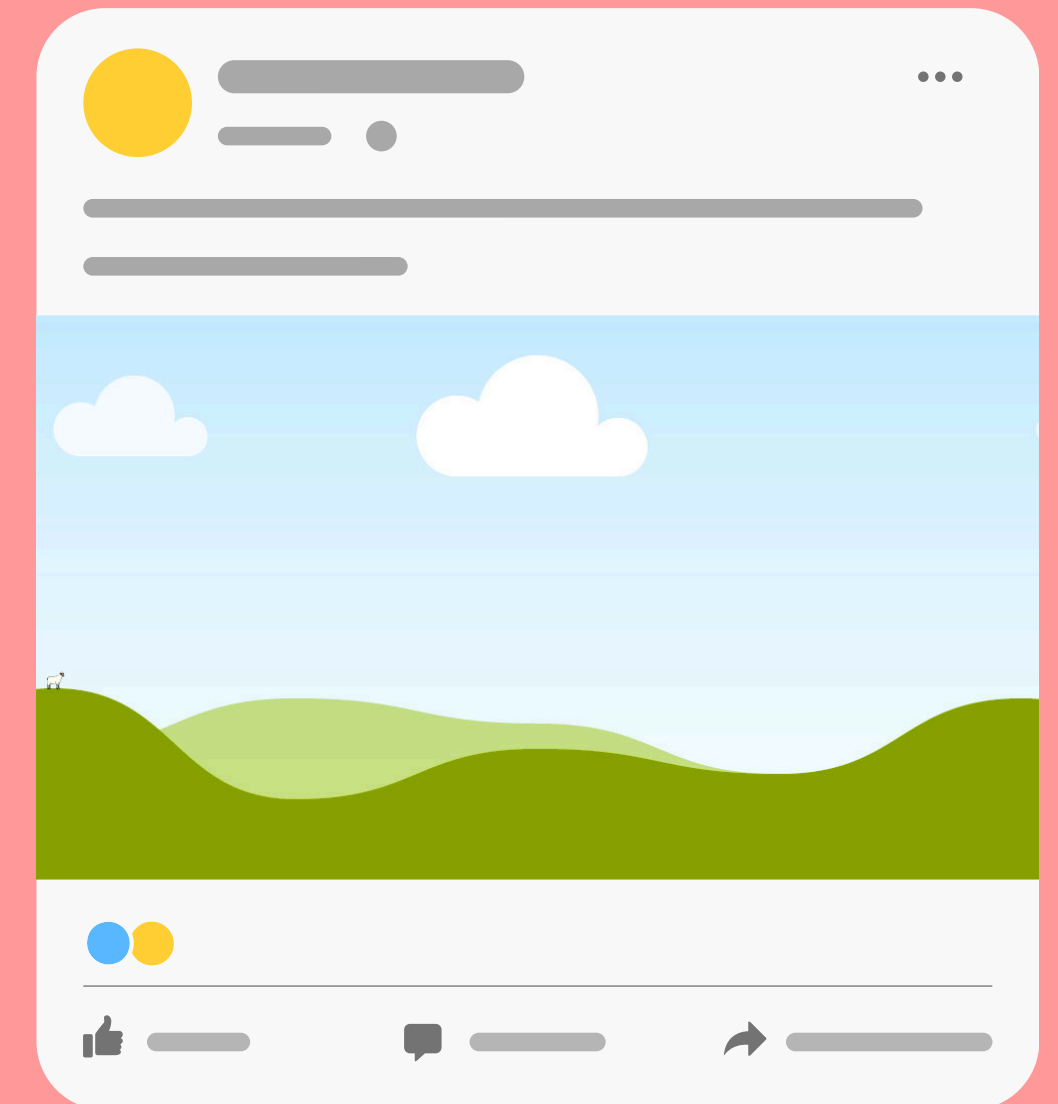
- Must hold valid BC ECE License to Practice
- Current First Aid certificate
- Minimum 1 year experience working in a childcare setting
- Willing to learn and adhere to ABC Learning Centre's values and vision
- Criminal record check required

Benefits:

- Comprehensive health benefits package after 3 month probation period
- Flexible vacation time
- 5 sick days per year

Application Process:

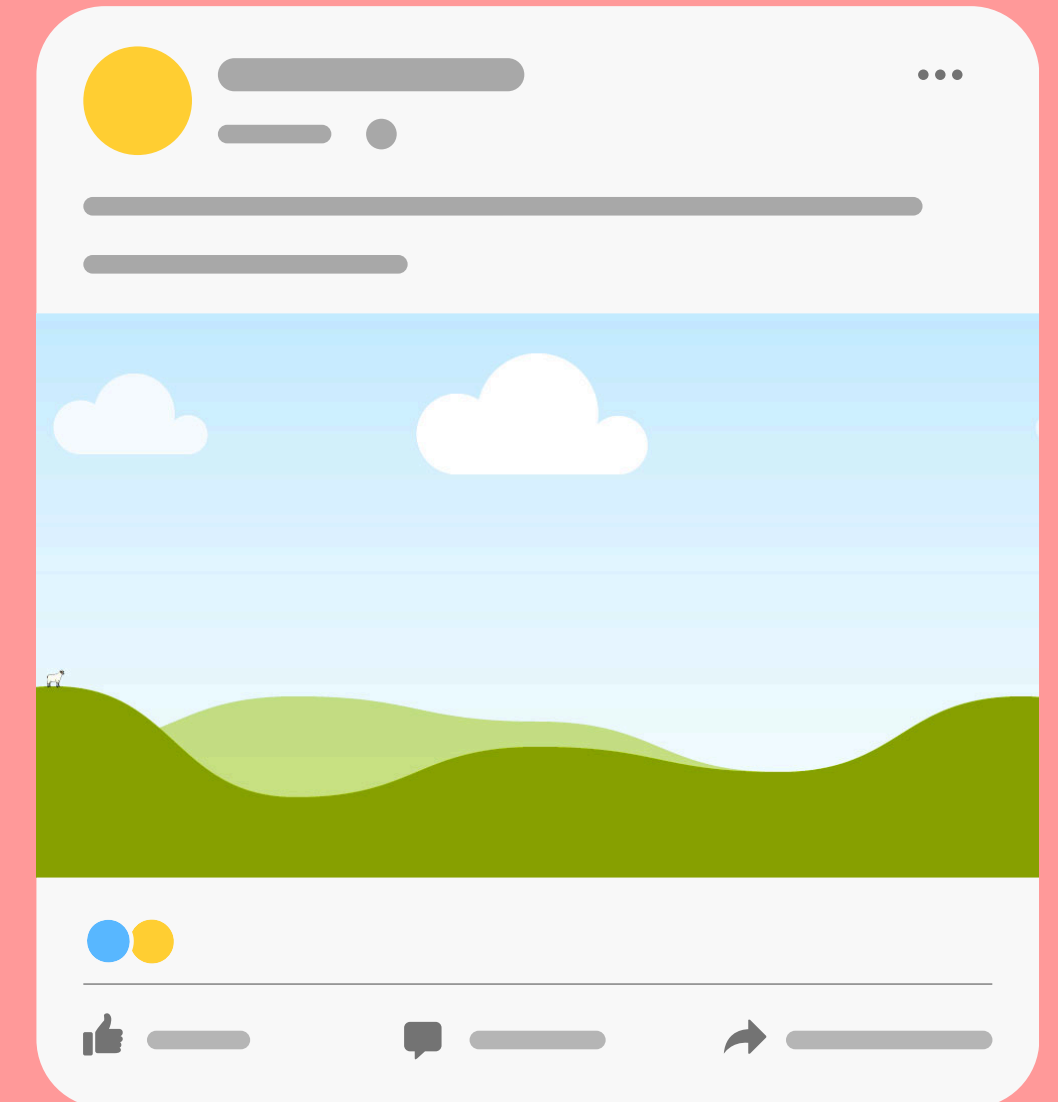
- Email resume and cover letter to Dina Jones at dina@abclearningcentre.org
- Please do not phone



Inclusive Recruiting Strategies - example

ABC Learning Centre -ECE

- Job description:
 - Examples of daily tasks
- Reference requirements
 - Provide 3 professional references
- Equity employer statement:
 - ABC Learning Centre is an equity employer and encourages applications from all individuals who may contribute to the diversity of our workplace. This includes persons with diverse abilities, persons of color and ethnicity, Indigenous persons (First Nations, Metis, and Inuit), and people of all sexual orientations and genders.
- Behaviours (preferred)
 - Team Player: Works well as a member of a group
 - Enthusiastic: Shows intense and eager enjoyment and interest
 - Detail Oriented: Capable of carrying out a given task with all details necessary to get the task done well
- Motivations (preferred)
 - Growth Opportunities: Inspired to perform well by the chance to take on more responsibility
 - Job Security: Inspired to perform well by the knowledge that your job is safe
 - Ability to Make an Impact: Inspired to perform well by the ability to contribute to the success of a project or the organization



Inclusive Recruiting Strategies

- Other examples of inclusive hiring:
 - Describing the physical and social environments in the job description
 - Addressing **unconscious biases** in the recruiting team
 - Only asking for information that is necessary for the job
 - Asking all applicants if they will require interview accommodations
 - Having and showcasing neurodivergent leadership

**Celebrating and promoting neurodivergent leadership
can help further inclusion efforts in the workplace**



Inclusive Interview Adjustments

- Why are traditional sit-down interviews limiting and challenging?
- Differences in autistic and allistic communication can prevent a qualified candidate from presenting and being viewed as their best selves
- Traditional interviews tend to focus more on verbal communication and charisma than on-the-job skills



30

Inclusive Interview Adjustments

- Simple changes to make the interview process more inclusive:
 - Describe the room orientation, design, and how to access facilities when in the building
 - Have a virtual interview
 - Send interview questions beforehand, or have them printed out
 - Ask all candidates if there are any reasonable adjustments they require
 - Consider giving the candidate an interview agenda



Inclusive Interview Adjustments

- Simple changes to make the interview process more inclusive (cont):
 - Limit the number of interviewers to 2 or less, clarify who is in the room and what their roles are
 - Express beforehand that differences in communication are accepted
 - Educate interviewers on autistic communication
 - Ensure that questions are clear, concise, and related to education, experience, and ability



32

Inclusive Interview Adjustments

- Larger changes to make the interview process more inclusive:
 - Walking interviews
 - Experiential interviews
- It can be helpful to hire based on skill, not conversational ability
- Auditions: an example of a different hiring process



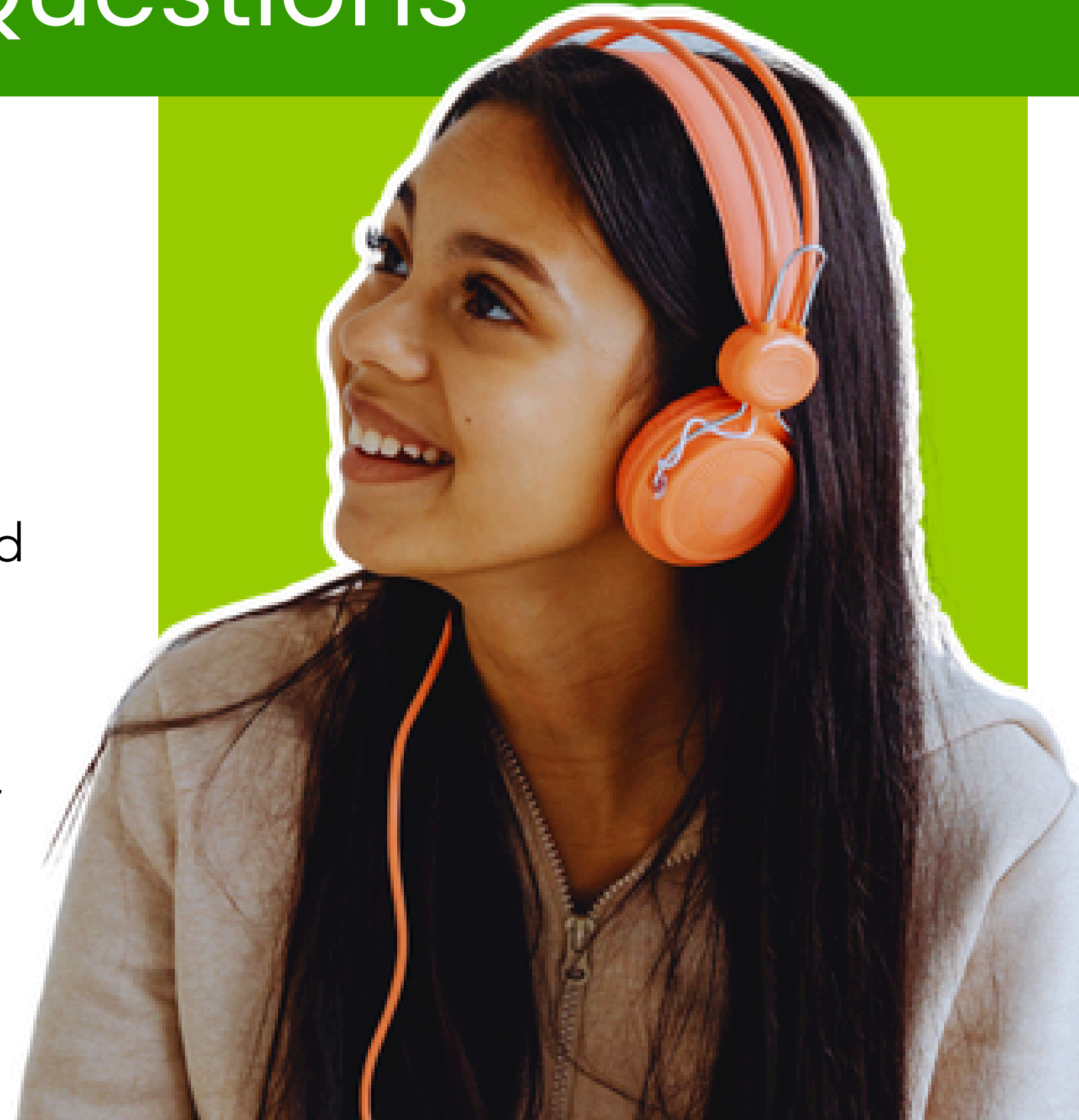
Inclusive Interview Adjustments

- Rethinking interview questions

Tell me about yourself	Tell me about your current or past education. What are your interests that relate to this job?
Why do you want to work here?	Describe how your previous education, work/volunteer experiences, or interests will help you in this job.
What are your strengths?	What are your strengths related to this role? How have you used these skills at work or in education?
What are your weaknesses?	In this job, you will be doing (list a few tasks). Which of these do you think will be the most challenging for you, and why?
Do you have any questions?	As we are nearing the end of the interview, what questions do you have about the job, the work involved, our hiring timeline, or next steps?

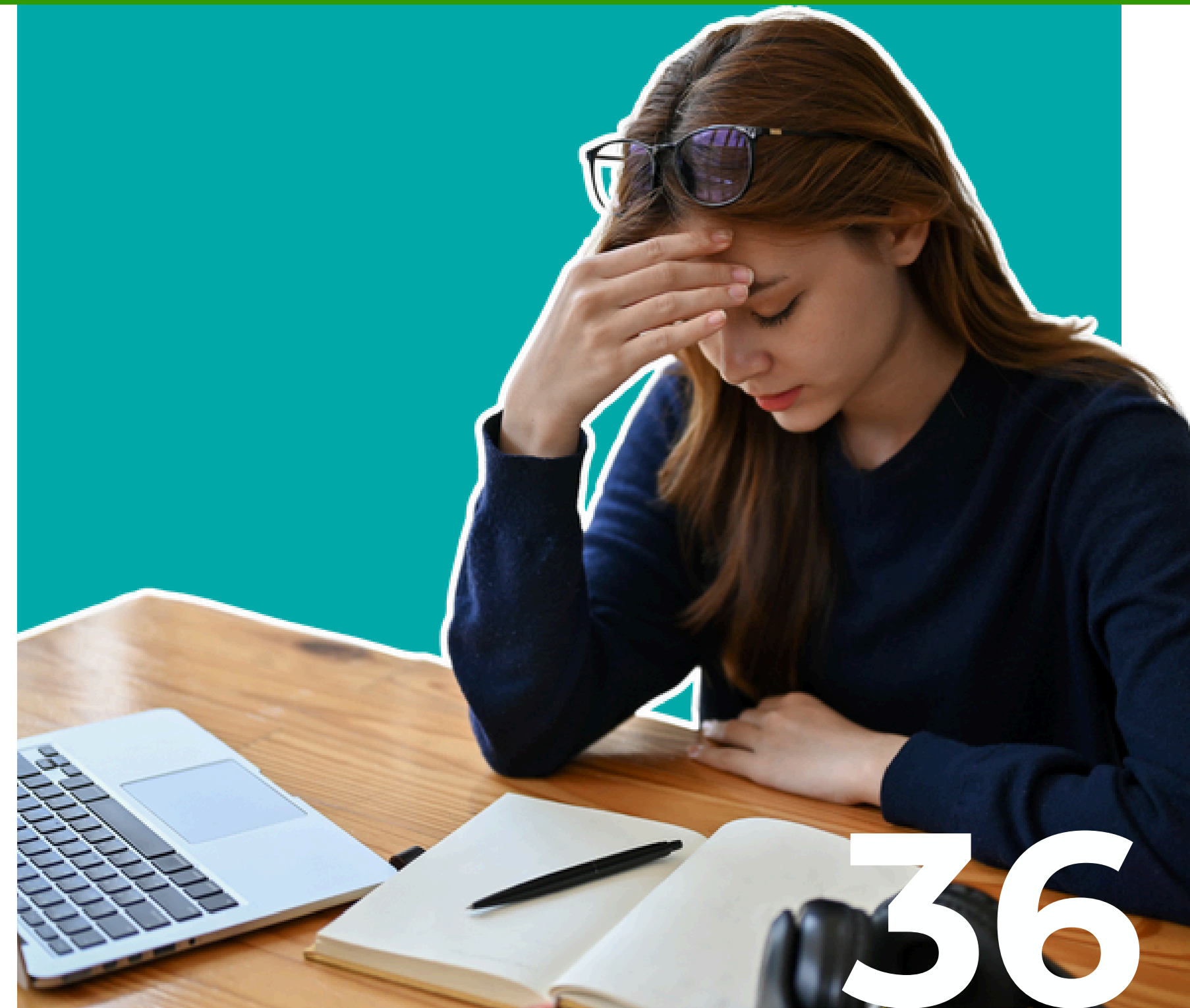
Inclusive Interview Adjustments – Questions

- What are some examples of confirmation bias or affinity bias in interviews?
- What criteria do we look for that might not be relevant to a position?
- How can we make the candidate feel comfortable and welcome during the interview? What behaviours might make them feel less comfortable?
- Do we need to like the candidate personally? Why or why not? Should likability be part of the hiring criteria? If so, how would we define this?



Workplace Disclosure

- When an applicant or employee tells you they have a disability, or that they need specific supports to meet the expectations in their role
- A person may decide to disclose if:
 - They do not want to hide their disability
 - They would like accommodations to help them succeed in the interview or job
- Disclosure can be diagnostic, symptomatic, or needs-based



36

Workplace Disclosure

- What are some risks to disclosing?
- Autistic people fear being viewed as needy, being passed over for advancement opportunities, or being discriminated against and let go from the job
- The BC Disability Alliance recommends against disclosing unless supports or accommodations are needed



37

Workplace Disclosure

- Tips for creating an environment that supports disclosure:
 - Create an authentic culture of inclusivity and caring
 - Have clear disclosure and accommodations policies in place
 - Use a personalized-fit approach towards all employees, matching each person's strengths to their roles
 - Have neurodivergent role models in senior positions
 - Create a sensory-friendly work environment and offer adjustments for all employees



Workplace Accommodations

- Work accommodations are changes in the work environment that enable employees to best perform their jobs
- Many adjustments do not need to be formal accommodations
- Many are free and easy to implement, such as:
 - Job coaching
 - Modifying schedules, modifying spaces, allowing for frequent feedback, reducing workplace distractions
 - Using accessible communication: sticky notes, bullet points, plain and clear language



39

Workplace Accommodations

- The accommodations process should be easy to access, transparent, supportive, and private
- Employers have a duty to accommodate under the BC Human Rights Code, except in two cases
- Employers are not allowed to ask about details that do not pertain to the job, nor are they allowed to request independent medical exams to challenge accommodation requests



40

Workplace Accommodations

- The Canadian Human Rights Commission has a good template for accommodations procedures:
 - Specifies what is available for applicants and employees
 - Provides documentation guidelines
 - Assigns specific responsibility
 - Includes appeal procedures
 - Is dated
- Includes information on how to request medical documentation



Workplace Accommodations

- 95% of accommodations requests come from people without disabilities
- The initial response to the COVID-19 pandemic demonstrated that adjustments are able to be implemented easily, quickly, inexpensively, and can be widely applied

Normalizing accommodations can help remove the stigma attached to being “different”



42

Supports In The Workplace

- Areas of accommodations:
 - Sensory
 - Transportation
 - Training and support
 - Social and communicatio
 - Work schedule
 - Work area
 - Technology
 - External support
 - Role adjustments and job carving



Supports In The Workplace

- Mistakes to avoid
 - Do not infantilize autistic employees or be condescending
 - Ask, don't assume
 - Do not be alarmed if an autistic employee isn't following neurotypical social cues
 - Do not force disclosure in order to grant accommodations
 - **Making simple changes in the workplace to promote inclusion benefits everyone and disadvantages no one.**



44

Promoting a culture of understanding, curiosity, and support helps build an environment where employees are happy to show up for work.





**ANY
QUESTIONS?**

46



Thank You for Joining Us!

Workshop Slide
Presentation



47

References

Autistic Stigma

Han, E., Scior, K., Avramides, K., & Crane, L. (2022). A systematic review on autistic people's experiences of stigma and coping strategies. *Autism Research*, 15(1), 12-26.

Government of Canada. (2018). Canadian Survey on Disability, 2017. <https://www150.statcan.gc.ca/n1/daily-quotidien/181128/dq181128a-eng.htm>

Papadopoulos, C. (2016, October 26). Autism stigma and the role of ethnicity and culture. The National Autistic Society. <https://www.autism.org.uk/advice-and-guidance/professional-practice/autism-stigma>

Rüsch, N., Zlati, A., Black, G., & Thornicroft, G. (2014). Does the stigma of mental illness contribute to suicidality?. *The British Journal of Psychiatry*, 205(4), 257-259.

Sarris, M. (2019, September 4). To tell or not to tell: Disclosing autism in the Workplace & Considerations for applying for a job. AIDE Canada.

<https://aidecanada.ca/resources/learn/communication/to-tell-or-not-to-tell-disclosing-autism-in-the-workplace-considerations-for-applying-for-a-job>

Autistic Masking

Autism Mental Health Literacy Project Group. (2021). Mental Health Literacy Guide for Autism. <https://www.yorku.ca/health/lab/ddmh/am-help/>

Hector, B. L. (2023, December 5). Understanding Autistic Masking in the Workplace. Association for Autism and Neurodiversity. <https://aane.org/autism-info-faqs/library/understanding-autistic-masking-in-the-workplace/>

Rose, K. (2024, January 11). Autistic masking. *The Autistic Advocate*. <https://theautisticadvocate.com/autistic-masking/>

Stanborough, R. J. (2021, November 19). Autism Masking: To Blend or Not to Blend. Healthline. <https://www.healthline.com/health/autism/autism-masking>

Monotropism

Monotropism: Understanding autistic ways of being through the lens of attention. *Reframing Autism*. (2025, September 30).

<https://reframingautism.org.au/monotropism-understanding-autistic-ways-of-being-through-the-lens-of-attention/>

Edgar, H. (2023, March 23). Monotropism = happy flow state. *The PDA space*. <https://www.thepdaspace.com/blog/monotropism-happy-flow-state>

The Double Empathy Problem

Crompton, C. J., Sharp, M., Axbey, H., Fletcher-Watson, S., Flynn, E. G., & Ropar, D. (2020). Neurotype-matching, but not being autistic, influences self and observer ratings of interpersonal rapport. *Frontiers in Psychology*, 11, 586171. <https://doi.org/10.3389/fpsyg.2020.586171>

Crompton, C. J., DeBrabander, K., Heasman, B., Milton, D., & Sasson, N. J. (2021). Double empathy: why autistic people are often misunderstood. *Frontiers for Young Minds*, 9(554875), <https://doi.org/10.3389/frym.2021.554875>.

Milton, D. (2018, March 2). The double empathy problem. National Autistic Society. <https://www.autism.org.uk/advice-and-guidance/professional-practice/double-empathy>

Mitchell, P., Sheppard, E., & Cassidy, S. (2021). Autism and the double empathy problem: Implications for development and mental health. *British Journal of Developmental Psychology*, 39(1), 1-18.

References

Social Challenges in the Workplace

Bopp, K. (2023). Common Social Communication Challenges [Audio transcript].

https://iad.scorm.canvaslms.com/courses/sconeID/scone_prod.sha256_5a902db64e5617bf517f3ab9da0dd2995e88f76731ce499c65f3dd830d3db36b/0/scormcontent/assets/c4saSxYSKyDBBzrJ_-M73nhr5K0R0Wz66-Audio%20Transcript%20Social%20Communication.pdf

Derraugh, M. (2024). Employment in Manitoba. AIDE Canada. <https://aidecanada.ca/resources/learn/employment/employment-in-manitoba>

Switalsky, D. (2024). Employment engagement and support in developmental disability: Perspectives from Quebec. AIDE Canada.

<https://aidecanada.ca/resources/learn/employment/employment-engagement-and-support-in-developmental-disability-perspectives-from-quebec>

White-Gibson, Z., & Roberts, D. (2022, May 9). How Autism May Affect Social Skills. Psych Central. <https://psychcentral.com/autism/autism-social-skills#differences-in-social-interactions>

Sensory Challenges in the Workplace

Autistic Self Advocacy Network. (n.d.). About autism. <https://autisticadvocacy.org/about-asan/about-autism/>

Hillman, H. (2024, January 10). Designing a sensory-friendly workplace for autistic adults. Autism Spectrum News. <https://autismspectrumnews.org/designing-a-sensory-friendly-workplace-for-autistic-adults/>

Honeybourne, V. (2020). The Neurodiverse Workplace: An employer's guide to managing and working with neurodivergent employees, clients and customers. Jessica Kingsley Publishers.

Laushman, P. (2024, May 15). Surviving a sensory-unfriendly work environment as an autistic individual. Thrive Autism Coaching.

<https://www.thriveautismcoaching.com/post/surviving-a-sensory-unfriendly-work-environment>

Nicholas, L. (2023, November 3). Managing workplace sensory issues. Employment Autism. <https://employmentautism.org.uk/managing-workplace-sensory-issues/>

What is Inclusion?

Harman, B. [2021, April]. Inclusion/Integration, Is there a difference? Canadian Down Syndrome Society. <http://cdss.ca/wp-content/uploads/2016/06/CDSS-integration-vs-inclusion.pdf>

Honeybourne, V. (2020). The Neurodiverse Workplace: An employer's guide to managing and working with neurodivergent employees, clients and customers. Jessica Kingsley Publishers.

Lammer, C. (2024, May 18). Embracing neurodiversity: Autism in the Workplace. Ceicia. <https://ceicia.com/embracing-neurodiversity-autism-in-the-workplace/>

Lynch, L. (2023, December 21). Integration vs inclusion in education and the Workplace. Links 4 Alliance. <https://links4alliance.com/2023/12/21/integration-vs-inclusion-in-education-and-the-workplace/>

Praslova, L. (2023, May 20). Embracing Autism as Culture: How Leaders and Allies Can Foster a More Inclusive Workplace. Specialisterne USA.

<https://us.specialisterne.com/embracing-autism-as-culture-how-leaders-and-allies-can-foster-a-more-inclusive-workplace/>

References

Inclusive Recruiting Strategies

Hotham-Gough, R. (2015, June 8). 'Good communication skills': How job adverts exclude people with autism. Autism Work Barrier. <https://autismworkbarrier.org.uk/articles/good-communication-skills>

McKay, A. (2019, July 17). How to be inclusive of autism in recruitment. Autism At Work. <https://www.autismatwork.org/latest-news/how-to-be-inclusive-of-autism-in-recruitment-practices1772019>

Praslova, L. (2023, May 20). Embracing Autism as Culture: How Leaders and Allies Can Foster a More Inclusive Workplace. Specialisterne USA. <https://us.specialisterne.com/embracing-autism-as-culture-how-leaders-and-allies-can-foster-a-more-inclusive-workplace/>

Ready, Willing, and Able. (n.d.). Recruit and hire [Pamphlet]. The Inclusive Workplace. https://mediapilot.pro/contentpilot/e2580323-ace8-4161-a9be-809904fc5ed2/tiw/staging/recruit_and_hire.pdf

University of British Columbia. (2021). Autism and Neurodiversity in the Workplace. Centre for Interdisciplinary Research and Collaboration in Autism. <https://circa.educ.ubc.ca/autism-in-the-workplace/>

Inclusive Interview Adjustments

Heidel, J. A. (2023, October 23). How to make interviews more accessible for autistic candidates. How to Make Interviews More Accessible for Autistic Candidates. <https://ca.specialisterne.com/how-to-make-interviews-more-accessible-for-autistic-candidates/>

McKay, A. (2019, July 17). How to be inclusive of autism in recruitment. Autism At Work. <https://www.autismatwork.org/latest-news/how-to-be-inclusive-of-autism-in-recruitment-practices1772019>

National Autistic Society. (n.d.). Interview fact sheet for employers. <https://www.autism.org.uk/what-we-do/employment/autism-at-work/employers-fact-sheet>

Ready, Willing, and Able. (n.d.). Recruit and hire [Pamphlet]. The Inclusive Workplace. https://mediapilot.pro/contentpilot/e2580323-ace8-4161-a9be-809904fc5ed2/tiw/staging/recruit_and_hire.pdf

University of British Columbia. (2021). Autism and Neurodiversity in the Workplace. Centre for Interdisciplinary Research and Collaboration in Autism. <https://circa.educ.ubc.ca/autism-in-the-workplace/>

References

Workplace Disclosure

Hourston, S. (2016). *Disclosing Your Disability: A Legal Guide for People with Disabilities in BC* [Brochure]. Vancouver, BC; Disability Alliance BC.

<https://disabilityalliancebc.org/wp-content/uploads/2017/06/DisclosureGuide.pdf>

Public Health Agency of Canada. (2019, September 4). To tell or not to tell: Disclosing autism in the workplace & considerations for applying for a job. AIDE Canada. <https://aidecanada.ca/resources/learn/communication/to-tell-or-not-to-tell-disclosing-autism-in-the-workplace-considerations-for-applying-for-a-job>

Ready, Willing and Able. (2024). Navigating disclosure. *The Inclusive Workplace*. <https://theinclusiveworkplace.ca/en/articles/navigating-disclosure>

Samtleben, E. (2024). Autistic perspective on workplace disclosure and accommodation. *Canadian Journal of Autism Equity*, 4(1), 62–75.

<https://doi.org/10.15173/cjae.v4i1.5422>

University of British Columbia. (2021). *Autism and Neurodiversity in the Workplace*. Centre for Interdisciplinary Research and Collaboration in Autism.

<https://circa.educ.ubc.ca/autism-in-the-workplace/>

Workplace Accommodations

Autism Society. (2023, January). *Workplace Advocacy and Supports for Autistic Employees* [Pamphlet]. <https://autismsociety.org/wp-content/uploads/2023/01/ASA-Tips-Tricks-in-the-Workplace.pdf>

Canadian Human Rights Commission. (2017, March) *Developing a Workplace Accommodation Policy*. https://www.chrc-ccdp.gc.ca/sites/default/files/publication-pdfs/ottawaiti7-2517744-v4a-policy_template_for_accommodation_march_2017_final-s_0.pdf

Government of Canada. (n.d.-a). *Building Workplace Safety through inclusive employment*. *The Inclusive Workplace*.

<https://theinclusiveworkplace.ca/en/articles/building-workplace-safety-through-inclusive-employment>

Government of Canada. (n.d.-b). *Turn up your accommodations*. *The Inclusive Workplace*. <https://theinclusiveworkplace.ca/en/articles/turn-up-your-accommodations>

Hourston, S. (2018). Disability Disclosure and Accommodation at Work. *Visions Journal*, 13(4), 30. <https://www.heretohelp.bc.ca/visions/workplace-disclosure-and-accommodations-vol13/disability-disclosure-and-accommodation-at-work>

Law Foundation of British Columbia. (2022, November). *The employer's duty to accommodate*. *People's Law*. <https://www.peopleslawschool.ca/employer-duty-to-accommodate/>

Samtleben, E. (2024). Autistic perspective on workplace disclosure and accommodation. *Canadian Journal of Autism Equity*, 4(1), 62–75.

<https://doi.org/10.15173/cjae.v4i1.5422>

References

Workplace Accommodations cont.

University of British Columbia. (2021). Autism and Neurodiversity in the Workplace. Centre for Interdisciplinary Research and Collaboration in Autism.

<https://circa.educ.ubc.ca/autism-in-the-workplace/>

von Schrader, S., Xu, X., & Bruyère, S. M. (2014). Accommodation requests: Who is asking for what? *Rehabilitation Research, Policy, and Education*, 28(4), 329–344. <https://doi.org/10.1891/2168-6653.28.4.329>

Supports and Accommodations in the Workplace

Autism Society. (2023, January). Workplace Advocacy and Supports for Autistic Employees [Pamphlet]. <https://autismsociety.org/wp-content/uploads/2023/01/ASA-Tips-Tricks-in-the-Workplace.pdf>

Government of Canada. (n.d). Adapt your workplace. *The Inclusive Workplace*. <https://theinclusiveworkplace.ca/en/articles/adapt-your-workplace>

Honeybourne, V. (2020). *The Neurodiverse Workplace: An employer's guide to managing and working with neurodivergent employees, clients and customers*. Jessica Kingsley Publishers.

Hourston, S. (2016). *Disclosing Your Disability: A Legal Guide for People with Disabilities in BC* [Brochure]. Vancouver, BC; Disability Alliance BC.

<https://disabilityalliancebc.org/wp-content/uploads/2017/06/DisclosureGuide.pdf>

Lacarte, S., & Husein, Z. (2022, June 1). *Autistic / Allistic Intercommunication: A Guide for the Workplace*. Autism Alliance of Canada.

<https://autismalliance.ca/initiative/autistic-allistic-intercommunication-guide/>

Laube, A. (2022, September 19). 10 ways to better support autistic employees - autistic adults. *AutismBC*. <https://www.autismbc.ca/blog/autistic-adults/10-ways-to-better-support-autistic-employees/>

Ready, Willing, and Able. (n.d.). *Job coaching in action*. *The Inclusive Workplace*. <https://theinclusiveworkplace.ca/en/articles/job-coaching-in-action>

University of British Columbia. (2021). Autism and Neurodiversity in the Workplace. Centre for Interdisciplinary Research and Collaboration in Autism.

<https://circa.educ.ubc.ca/autism-in-the-workplace/>