



Supporting **Coworkers with Autism**



What is Autism Spectrum Disorder?

Autism Spectrum Disorder is a broad range of conditions characterized by challenges with social skills, repetitive behaviors, speech, and nonverbal communication.

Where People with Autism Struggle:

- Emotional intelligence
- Social graces & communication
 - Time management
- Sensory overload (light, noise, etc.)

Where People with Autism Shine:

- Structure & routine
- Accuracy & attention to detail
- Creativity & passion
- Positivity & personality

Tips for Supporting **Coworkers with Autism**

Provide Clear Directions

Explain what's expected -- as well as unwritten rules of the office -- to establish a sense of routine.

Provide Accommodations

Do what you can to make your workplace comfortable and effective for your coworkers.

Be a Mentor & Friend

Be a resource for coworkers with autism to serve as part of their support system.

Provide Feedback

Feedback is the best way for employees to grow. Be consistent, constructive, and kind!

Educate & Encourage

Encourage all coworkers to be respectful and educate them on the situation at hand.

Ask For Help

If you don't know how to handle a certain situation, don't be afraid to ask for help.



Interested in building a more inclusive workplace?

Check out resources, services, and more online at udservices.org.