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

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

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

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

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.