

# The Employers' Reasonable Accommodation Handbook

## Session Four: Neurodiversity at Work



## Neurodiversity and Neurodivergence

Neurodiversity is the concept that there is natural variation in the human brain. Neurodivergence refers to brain variation outside what society considers the norm.

- Examples of neurodivergence include autism, attention deficit hyperactivity disorder (ADHD), bipolar disorder, dyslexia, and Tourette syndrome.
- Workplace limitations may include difficulty with social communication and interaction, difficulties with sensory processing, and difficulty adapting to changes.
- Each person's abilities, strengths, and skills are unique.



### Myth



### Fact

People who are neurodivergent are best suited for jobs with repetitive tasks.	Some individuals enjoy repetitive tasks and others enjoy jobs requiring creativity and innovation. People who are neurodivergent excel in a variety of jobs.
People who are neurodivergent are unlikely to be successful.	Workplaces are often designed for people who are neurotypical. When needed, accommodations can enable neurodivergent individuals to achieve success on the job.
People who are neurodivergent can't or prefer not to form relationships.	Some neurodivergent individuals have limitations with social interactions. Genuine relationships are possible, especially when both parties accept one another and their differences.
People who are neurodivergent should be encouraged to be like their neurotypical peers.	Neurodivergent individuals should be accepted for who they are. When needed, accommodations can enable them to perform the job using their talent and skills.

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## Reasonable Accommodation Examples by Type

### Accessible Work Environment

- Install alternative lighting systems
- Permit adjustments to thermostats
- Provide a fragrance-free environment.
- Relocate the workstation away from noise

### Modifying Policies

- Provide training materials in advance
- Permit additional time for onboarding to new work tasks
- Allow alternative uniforms or dress code variations

### Altering Supervisory Methods

- Increase meeting frequency
- Deliver instructions in plain language that is clear and concise
- Provide advance notice of changes.
- Offer meeting agendas in advance

### Equipment or Services

- Offer noise-cancelling headphones
- Provide speech to text software
- Provide items to support viewing text on monitors, such as screen filters or tinting tools

### Job Restructure

- Permit telework
- Break large tasks into smaller steps.
- Provide instructions in alternative formats, such as large print or audio
- Organize information using headings and bullet points

### Permit a Flexible Schedule

- Allow an employee to work when fewer people are in the office
- Permit later start times that offset travel during peak hours
- Provide modified break schedule to manage symptoms