

AUTISM SPECTRUM DISORDER

A Guide for Professionals

Autism Spectrum disorder is a neurodevelopmental disorder that occurs in mostly children but can also occur in adults. It creates barriers in social interactions and communication.

Workplaces that are inclusive and focus on the well-being of all employees are the ones that can increase productivity and overall job satisfaction. Here are some tips to help create an inclusive workspace for individuals with ASD.

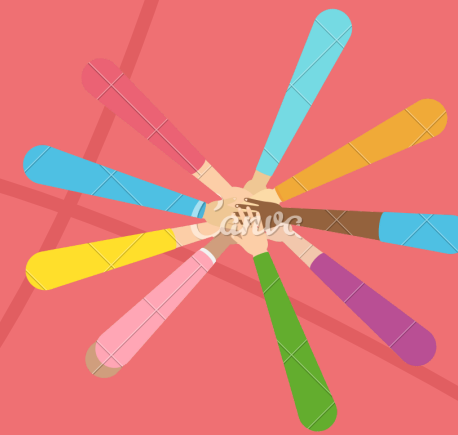
Make Adjustments to the Interview process

A large portion of interview processes rely on communication and social skills, which people with autism rarely excel at. Instead, their process should be skill-based, straight-forward and accommodating. Take breaks in between to offer them time to adjust to the environment and remember to be patient.



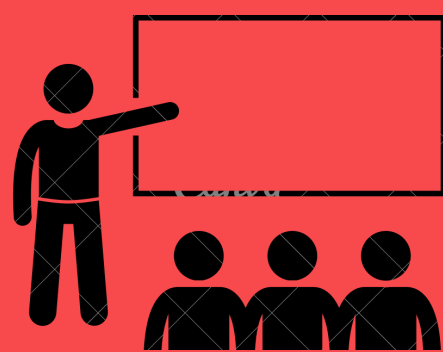
Safe and Inclusive Workplace

Create an environment that isn't excessively focused on productivity. People should be allowed to take breaks from time to time to rejuvenate. Sensitivity towards mental issues must also be encouraged within the workspace



Hold Awareness Programs

Other employees must be made aware of autism in the workplace. Programs should be held to help them understand and accept the disorder, and learn how to be sensitive to it.



Make compliance a priority

Accommodating an individual with ASD in the workspace doesn't have to be a daunting endeavour. Assistance can be sought from HR managers and mental health professionals who can help employees navigate through complexities and take necessary steps to remain compliant.

