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# AUTISTIC SUPPORTS IN THE WORKPLACE

a guide from Autism Women's Network

Access barriers may need to be minimized or removed to ensure equal opportunity for autistic people in the workplace. Like any disabled person, autistic people's rights to equality at work are protected and guaranteed by the Americans with Disabilities Act (ADA).

## AUTISTIC PEOPLE ARE ASSETS

When supported at work, autistic people have much to offer as employees and coworkers, including abilities such as:

- attention to detail
- outside the box thinking
  - intense focus
- strong work ethic

### BUT MOST OF ALL...

- they are as qualified as anyone else to do the job!



## AUTISTIC PEOPLE FACE BARRIERS

Autism is a disability, which means the typical workplace may pose many challenges and access barriers for autistic people, such as:

- noise, light, and smells that can cause sensory overstimulation & overload
  - intense social demands
- interruptions, quick transitions, and unpredictable schedules
- communication barriers; for example, lack of access to written instructions



## REASONABLE ACCOMODATIONS:

The ADA states that all disabled people have a right to reasonable accommodations at work. Examples of supports that may be helpful for autistic people include:

- reduced background noise for all or part of the workday
- use of headphones, ear plugs, or other noise dampening devices
- reduced or discontinued use of fluorescent lighting
- discontinued use of scented air fresheners, and/or a no-fragrance policy in office environments
- access to a sensory break room with soft lighting and reduced noise
- permission to sit out non-essential meetings, and/or attend some meetings by phone or text chat
- access to written transcripts of important verbal instructions
- designated 'busy' times to minimize social distractions

By breaking down these barriers, the Americans with Disabilities Act (ADA) will enable society to benefit from the skills and talents of individuals with disabilities, will allow us all to gain from their increased purchasing power and ability to use it, and will lead to fuller, more productive lives for all Americans. - ada.gov

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[Aspergers Chat Room](#)



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r/aspergers chat room (self.aspergers).. Welcome to »Asperger chat«. To join the chat, please identify yourself below. ...  
IMPORTANT INFORMATION FOR NEW USERS:You enter the room at your own .... Numerous local and national resources  
exist for adults with Asperger's. ... An online blog, chat room, newsletter, and resource center for adults with .... Just set your  
local time (towards the right part of the page) so that all the chat times appear in your local time zone. The rooms for each chat  
correspond to rooms .... Welcome to a Chatroom for Autistics! I felt as though our autistic community needed a place for  
autistics to chat! Run by AspieAngles.tumblr.com.. Chat Room for Teenagers with Aspergers and High-Functioning Autism --  
ONLY! ... I have the aspergers syndrome and people have bullied me cause of it, I also .... Welcome to alwaysaspergers.com a  
website created by members of the ... We have for your enjoyment and use: A forum system and chat room, which can be .... 2  
Mar 2014 ... We call our group "EAGLE". It stands for "EMBRACING ASPERGER/AUTISM GIFTS AND LIFE  
EXPERIENCES". How do we do that? We meet .... AspergersAndOtherHalf -- The Other Half of Aspergers Syndrome. This  
group ... Asperger's Family Chat Room is open 24 hours per day, 7 days per week. 3955.. ... with other autistics online and  
offline. Chat with us in our autism chat room, no need to register, simply click and chat. Join our autism and aspergers chat  
room.. Autism Peer Support Community. Includes: autism chat room, autism forums, autism social networking. Free online  
support group for autism.. yes!!!!!!!!!!!! i do go to wrongplanet.net a site for those with aspergers. It is mainly forums but it has  
one chat room as well.. Our modern chat room. No add-ons or extensions required, just login and start chatting! Private Member  
only forums for more serious discussions that you may .... 5 Jun 2011 ... Many Aspies have found their comfort zone in chat  
rooms long before me. .... where do i find a chat room with other adults with asperger went to .... Our r/aspergers chat room  
community has been growing over the last few months. Come and find us.... Chat for Adults with HFA and Aspergers. Are you  
an adult with High-Functioning Autism or Asperger's? Are you struggling emotionally, socially, spiritually or .... A ListServ  
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Teens - ONLY! [http://www. AspergersTeenChat.com](http://www.AspergersTeenChat.com).. Autism Chat Room - Autism Forums - Autism Community - Social  
Networking - Online Autism Support Group - HealthfulChat · Asperger chat - Chatzy · Asperger .... has anyone considered a  
basic chat room,or setting up a chat room for asd/as and parents n ...  
<http://www.wrongplanet.net/asperger.html?name=ChatRoom.09d653b45f>