

BUSINESS TOOLKIT

This toolkit is designed to help businesses embrace the talents & support the needs of their autistic employees.



PERFORMANCE

CONSIDER:

How does our company's performance depend on being neuro-inclusive?

TRY THIS:

Complete the National Organization on Disability [employment tracker assessment](#) to get your scorecard.

Hold listening sessions using our Dialogue Toolkit.

Tie Senior Leadership bonuses to neuro-inclusive performance metrics.



SOCIALIZING

Do we make social events necessary even if they are not essential to the functions of an employee's job?

Review your company's calendar of events and determine which can be optional.

Communicate clear expectations to all employees and ensure they feel safe not attending optional events.

Consider the goal of the event and whether it can be achieved in a different way.



SENSORY

Have we thought about the sensory elements of our workplace?

Adjust the lighting if possible (i.e. soft dim light).

Eliminate conflicting noise sources.

For in-person meetings, have fidget items available for all attendees.



ABLE ACCOUNTS

Are our benefits packages improving the financial wellness of all our employees?

Partner with [ABLEtoday](#) for a presentation or info session on Achieving a Better Life Experience (ABLE) accounts.

Include ABLE accounts as a part of your Human Resources onboarding process.

Consider a match for employees with ABLE accounts.

For more information, scan this code (point the phone camera at the code, then tap the link that pops up to load the website).

