POSSIBLE ENVIRONMENTAL WORKPLACE ACCOMMODATIONS FOR AUTISTIC INDIVIDUALS

1. SENSORY SPACES
Allocating a space that can be used as an escape from sensory input (sound, light, smells) can be beneficial for autistic and non-autistic individuals.

2. FREQUENT BREAKS
Allowing more frequent, shorter breaks can help those with who are overwhelmed with sensory issues to escape overwhelming situations and have an opportunity to reset.

3. ENVIRONMENTAL ORGANIZATION
Autistic individuals who are able to control their own space (clutter, colors, organization) may find working less stressful and be more productive.

4. WORKSTATION CHOICE
Being able to choose the placement, furniture, and lighting may be beneficial to lessening the mental toll of the working environment for Autistic individuals.

5. SENSORY TOOLS
The use of sensory tools like noise-cancelling headphones and fidgets should be allowed and encouraged if useful for autistic individuals.

POSSIBLE WORKPLACE ACCOMMODATIONS FOR AUTISTIC INDIVIDUALS

1. JOB COMMUNICATION
Requesting clear instructions and detailed feedback from a single supervisor may help cut down on communication confusion.

2. WORKPLACE MENTOR
Requesting a mentor may be helpful to interpret social situations, norms, and appropriate behavior. This could be a supervisor or peer.

3. STRUCTURE & CONSISTENCY
Having consistent job assignments and workplace routine can cut down on job stress for autistic individuals.

4. SETTING PRIORITIES
When receiving a list of tasks, asking for the order of priority for the assignments and their due date may reduce anxiety and eliminate feelings of being overwhelmed.

5. FLEXIBLE WORK HOURS
Working in a space that allows for flexibility in choosing one's own working hours can help Autistic employees establish the work schedule that works for them.