

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 individual.



2

FREQUENT BREAKS

Allowing more frequent, short 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.



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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.



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