

Autism + Neurodiversity at Work

Advanced eLearning Suite

Designed specifically for Employers and Support Organizations, this powerful and cost-effective series provides both knowledge and models to grow understanding and accelerate organizational inclusivity. A comprehensive thought provoking modular advanced eLearning suite, written and developed by *Distinctability* and Specialisterne.



Phase 1 (5 modules) Released June 2021

The Foundation Module contains 40-45 minutes of interactive learning. All other modules contain 20-30 minutes of similar study.

Foundation Module Introduction to Autism & Neurodiversity

1

- ∞ neurodiversity, autism and common characteristics of individuals on the spectrum
- ∞ the limitations of a linear understanding of the autism spectrum
- ∞ common labels and language associated with autism
- ∞ related myths, stigmas and facts
- ∞ hidden/invisible disabilities
- ∞ the Dandelion Concept

Disclosure Module

2

- ∞ issues relating to disclosure in the workplace
- ∞ factors that may influence disclosure at different points in the recruitment process
- ∞ accommodation responsibilities of employee and employer at the time of disclosure

Diverse Teams Module

3

- ∞ facts and figures related to autism, employment, and workforce development
- ∞ the benefits of hiring neurodivergent and autistic candidates
- ∞ the importance of a Diverse and Inclusive workforce
- ∞ success stories and innovative hiring programs – the Inclusive Talent Management Maturity Model

Accommodations and Adjustments Module

4

- ∞ employer and employee rights and responsibilities in the accommodation process
- ∞ example accommodations and the needs they support
- ∞ the importance of workplace accommodations and adjustments
- ∞ barriers to effective accommodations and potential solutions

Fostering Community & Belonging Module

5

- ∞ how to create a supportive, safe work environment
- ∞ the importance of creating inclusive and supportive workplaces
- ∞ why psychological safety is important (for both employer and employee)

Autism + Neurodiversity at Work - Phase 2 Modules

The following 5 thought-provoking modules are currently under development:

- ∞ attracting and sourcing neurodiverse talent
- ∞ universal design for accessible neurodiverse workplaces
- ∞ supportive performance management
- ∞ neurodiverse hiring models
- ∞ effective onboarding – 'the first 90 days'

Bi-Lingual Modules
All Modules are
available in fully
translated and
accessible French
versions.