



Universal Design Principles

(in the context of Neurodiversity at work)

Universal Design Principles, when applied in the context of Neurodiversity at work, focus on creating an inclusive and accessible environment that accommodates the diverse needs and preferences of neurodivergent individuals. These principles aim to eliminate barriers and promote an inclusive workplace culture.

Here are some key Universal Design Principles:

1. Equitable Use:

Ensure that the workplace is designed to be accessible and usable by all employees, regardless of neurodivergent traits. Consideration should be given to various sensory needs, communication styles, and processing differences.

2. Flexibility in Use:

Provide multiple ways for individuals to engage with their work environment. This includes offering various communication channels, task completion methods, and environmental adjustments to accommodate diverse neurodivergent preferences.

3. Simple and Intuitive Use:

Design the workplace and its processes straightforwardly and easily to understand. Clear communication, visual cues, and intuitive systems support neurodivergent individuals in navigating their work environment effectively.

4. Presentation of Information:

Ensure that information is presented in multiple formats to accommodate diverse thinking. This might involve visual, auditory, or tactile methods of



conveying information to cater to the varied needs of neurodivergent individuals.

5. Tolerance for Error:

Acknowledge and accommodate differences in work styles and potential variations in performance. Create a 'psychologically safe' environment where mistakes are viewed as opportunities for learning and improvement rather than taking punitive measures, which results in disengagement and stress for the individual.

6. Low Physical Effort:

Minimise physical and sensory demands within the workspace. Consider ergonomic designs, comfortable lighting, and acoustics that reduce sensory overload, providing a more comfortable and sustainable work environment.

7. Size and Space for Approach and Use:

Ensure that workspaces are designed with consideration for personal space preferences and comfort. Offering a variety of work areas and configurations allows neurodivergent individuals to choose settings that best suit their needs.

8. Community and Communication:

Foster a culture of open communication and collaboration. Provide platforms and opportunities for neurodivergent individuals to express their preferences, share insights, and contribute to the overall workplace community.

9. Access to Information:

Guarantee that essential information, resources, and tools are easily accessible. This may involve creating centralised communication



channels (such as Slack or Teams) and utilising technology to facilitate readily, visibly and safely sharing information.

10. Cultural Sensitivity and Inclusion:

Recognise and respect diverse cultural perspectives, including those related to neurodiversity. Promote a culture of inclusion that values neurodivergent individuals for their unique strengths and contributions.

Summary:

Applying Universal Design Principles in the workplace ensures that the environment welcomes and supports neurodivergent employees, promoting a culture where everyone can thrive and achieve their potential.

Visit our website to learn more about our work and how we can help you foster and grow a culture of (Neuro)Inclusion and Belonging.