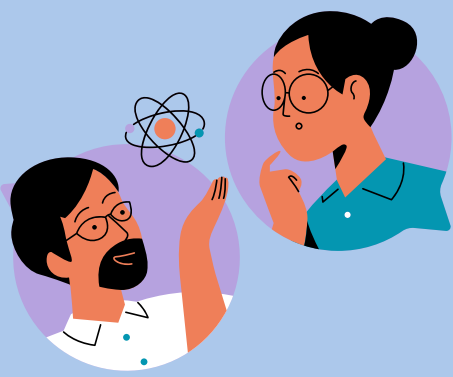


# 5 TIPS INCLUSION

## 5 Actionable Tips to Make Your Workplace Neurodivergent Friendly



### Foster Open Communication and Education

Normalize neurodiversity, encourage self-disclosure, and provide training. Discuss neurodiversity openly and educate employees about different neurotypes like ADHD, autism, and dyslexia.

### Offer Flexible Work Arrangements

Offer remote work, flexible start and end times, and part-time or reduced-hour options.



### Implement Clear and Consistent Communication Practices

Provide written instructions, use clear and concise language, offer alternative communication channels, and schedule meetings strategically.

### Create a Sensory-Friendly Work Environment

Provide adjustable lighting and temperature options, offer designated quiet spaces, minimize noise distractions, and limit unnecessary clutter and physical distractions.



### Recognize and Celebrate Individual Differences

Avoid making assumptions, offer personalized support, celebrate neurodiversity, promote a culture of acceptance and inclusion.