It is common for people on the autism spectrum to have hyper- and/or hypo-sensitivities to one or more senses

Quick tips for employers

Sensory issues and their severity are specific to each individual.

Prevention is key. Get to know your employee/colleague and discuss a plan to avoid and respond to sensory overload.

Movement

Having a standard working location where movement

(e.g., of others or machinery) is out of sight or minimal can assist. Smell

Ask about odour sensitivities.

Moving the work space away from kitchens/bins, and asking others not to wear strong perfumes/body sprays can help.



Check lighting is not

(e.g., fluorescent lights may hum). Remove, dim, and/or

change light bulbs to warm light.

too bright or loud

Light

Give warning about potential loud noises

where possible (e.g., a fire drill, building maintenance).

Noise

Noise-cancelling headphones can help block external noises.

Focus

Allow employees to retreat to a low sensory area for breaks.

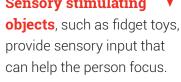
A dark guiet room with comfortable seating is optimal e.g., a bean bag or comfortable chair.

Sensory stimulating provide sensory input that **Tactile**

Allow uniform modifications

such as different fabrics or additional lining, as texture of material, fit of clothing, and tags/labels may cause discomfort.







Light

Tinted glasses or sunglasses

can help reduce

brightness levels.



