



## Simple Employer Adjustments for Autistic Staff in the Workplace

### Noise:

- Being seated in a quiet area of the office away from thoroughfare traffic/break out areas
- Use of Noise Cancelling Headphones

### Lighting:

- Being seated in a dimmer area of the office or beside a window with blinds to control the level of light coming through the window
- Not being seated under fluorescent lighting
- Use of tinted glasses

### Smell:

- Not being seated near a kitchen
- Encouraging team not to wear fragrances, perfumes or spraying of air fresheners etc

### Other Adjustments

- Access to a quiet room
- Additional breaks during the day
- Staggering start times if working up to full-time hours
- Ability to start work at a later time ie 10am instead of 9

The Employment Assistance Fund can offer financial help for adjustments to the workplace for eligible staff: <https://www.jobaccess.gov.au/employment-assistance-fund-eaf>