

# supporting disclosure at work

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a quick-reference resource

# supporting disclosure

## What is disclosure?

The term disclosure in the context of neuroinclusion refers to revealing one's neurodivergent condition to others to foster understanding, accommodation, and support.

## Why is disclosure important?

Creating an environment that supports disclosure brings profound benefits for neurodivergent individuals.

- Enables necessary accommodations.
- Reduces the need to mask.
- Supports mental health.
- Harnesses unique strengths.

Supporting disclosure also benefits employers by increasing workplace satisfaction which improves rates of employee retention.

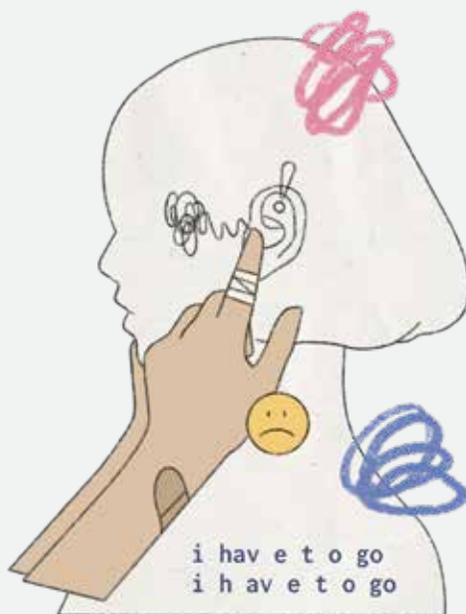


Illustration: Megan Rhiannon 'Existing Autistic'

## challenges when disclosing

Neurodivergent employees often face challenges when considering disclosure at work:



# supporting disclosure

## in the workplace

### What do you need to do?

- Disclosure is a personal choice, and you must **respect** an individual's **autonomy** in deciding whether to disclose their neurodivergence.
- You should always respect **confidentiality**; do not share disclosed information about someone's neurodivergence without their explicit consent.
- Create an **inclusive environment** where neurodivergent individuals feel safe and supported to disclose if they choose to.
- Recognise and acknowledge when someone discloses their neurodivergence to you; offer **empathy, support, and reassurance**.
- When disclosed, neurodivergent individuals may require **accommodations** to perform at their best.

### What do you need to say?

- Foster trust and openness by establishing a **safe space** where neurodivergent staff **feel comfortable** disclosing their needs **without fear** of judgment, bias or repercussions.
- Offer **various communication channels** (e.g. email, one-to-one meetings) to accommodate diverse communication preferences to support neurodivergent employees expressing themselves.
- Communicate in **clear, concise language**, avoiding jargon or ambiguous phrases that may cause confusion.
- Try not to problem-solve everything during an initial disclosure. It is ok to **acknowledge that you do not have all the answers** but are willing to support the person.
- Balance offering support options and enquiring about what they may require; furthermore, be willing to **accommodate** their specific needs accordingly.
- Maintain regular **communication check-ins** to ensure that the support provided remains effective and to address any new needs or challenges that may arise.

# disclosure

## the benefits

- Neurodivergent individuals often have **better mental health** outcomes when they disclose their neurodiversity at work.
- Neurodivergent employees who disclose receive appropriate accommodations, leading to an **increase in job satisfaction**.
- Companies supporting disclosure experience an **increase in retention rates** among neurodivergent staff, resulting in significant cost savings.
- Organisations leveraging neurodivergent talents through disclosure witness a **boost in innovation and creativity**.
- A supportive environment for disclosure is associated with a rise in overall **workplace morale and productivity**.



auticon is a social enterprise with the mission to **address the inequalities** in employment for **neurodivergent** adults.

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