

Inclusive strategies INDUCTION



This factsheet can help you explore reasonable adjustments to induction processes that are more inclusive for Autistic and autism communities. Consider these requests for inclusive strategies:

Before starting	<ul style="list-style-type: none">• Clarify contract details if needed• Confirm the start date, time, and location for your first day and the contact details of the person you report to• Ask questions or request a meeting prior to starting, if needed• Clarify grooming, attire and/or Personal Protective Equipment requirements• Request any necessary and reasonable adjustments
Role expectations	<ul style="list-style-type: none">• Clarify job expectations, including specific responsibilities and authorities• Clarify how work is assigned and monitored• Confirm how quality, amount and timeliness of work delivered will be managed• Discuss work patterns (number of hours, timing, location)
Supervisor and Mentor	<ul style="list-style-type: none">• Consider requesting both a mentor and supervisor. The mentor can help with non-task related topics and be an additional support
Workplace orientation	<ul style="list-style-type: none">• Request orientation in a format that supports your communication style and pace to assist information processing• Request an organisation chart including who to speak to about different things• Clarify office norms, values and social expectations
Develop a support plan	<ul style="list-style-type: none">• Work with your employer to develop a support plan if required• Be aware of assistance options that can support you as an Autistic employee

By implementing this guidance, you may be setting yourself up for success where you can demonstrate your Autistic strengths and all the ways that autism works. Contact the Office for Autism for more help!