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Removing Barriers And Challenging
Discrimination

Autism Equality In The Workplace Removing Barriers And Challenging Discrimination

This book offers an accessibly written introduction to autism that make it an indispensable resource for anyone whose life has been affected—directly or indirectly—by this condition. • Approaches the subject in a holistic manner, covering often-overlooked areas such as societal perceptions and impacts on family and friends • Provides quick answers to the questions that readers are most likely to have in an Essential Questions section that also serves as a springboard for understanding the

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- content of the book in greater depth
- Provides relatable, real-world examples of concepts discussed in Case Illustrations
- Points readers toward useful books, organizations, and websites in an annotated Directory of Resources guiding further study and research

This two-volume set constitutes the refereed proceedings of the 15th International Conference on Universal Access in Human-Computer Interaction, UAHCI 2021, held as part of the 23rd International Conference, HCI International 2021, held as a virtual event, in July 2021. The total of 1276 papers and 241 posters included in the 39 HCII 2021 proceedings volumes was carefully reviewed and selected from 5222 submissions.

UAHCI 2021 includes a total of 84 papers; they focus on topics related to universal access methods, techniques and practices,

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studies on accessibility, design for all, usability, UX and technology acceptance, emotion and behavior recognition for universal access, accessible media, access to learning and education, as well universal access to virtual and intelligent assistive environments.

Spanning five continents, this cutting-edge book provides a thorough international overview of equality, diversity and inclusion at work. Analysing the demographics of the workplace and the economic outcomes achieved by different segments of the population, it offers readers a better understanding of diverse work environments and how they are influenced by legislation and populations. Grounded in theoretical and legal frameworks and supported by primary and secondary research, the Research Handbook highlights which dimensions

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of diversity and equality at work should be addressed.

Chapters cover topics such as gender inequality and the underrepresentation of women in managerial positions, non-discrimination employment legislation, the labour participation of persons with disabilities and more. Focusing on previously under-researched countries across the world, from Bosnia and Herzegovina and Chile to Lebanon, Morocco, Singapore and several others from the Global South, this Research Handbook offers a fresh perspective on key issues within the workplace. This Research Handbook will be key reading for academics and graduate students in management, industrial relations, public policy and sociology looking to develop their knowledge of equality, diversity and inclusion in an organisational context and in under-researched countries. It will also be of great

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benefit to policy makers and employers in government, civil society and the private sector who wish to increase diversity and improve their equality and inclusion policies and practices in the workplace.

On cover and title page: Equality Act 2010 code of practice

The Big J Vs the Big C

Protecting the Rights of People with Autism in the Fields of Education and Employment

The Hidden Curriculum

Women and Girls with Autism Spectrum Disorder

Ableism at Work

Research Handbook on New Frontiers of Equality and Diversity at Work

The Hidden Curriculum of Getting and Keeping a Job

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Stories from the Frontline

Few time periods in the past five decades match the intensity of intergroup conflict that people around the world are currently experiencing.

Polarized attitudes around various sociopolitical issues, such as gender equality and immigration, have dominated the media and our lives. Furthermore, these powerful social dynamics have also impacted the places where we work and intensified existing

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strains on workers and workplaces. To address these issues and improve organizational climates, more theories, research and collaborations to understand these phenomena are needed. The volumes in this series will describe and instigate scholarship that advances our understanding of diversity in organizations. In recognition of the centennial anniversary of the ratification of the 19th Amendment to the U.S. Constitution, which granted

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American women the right to vote and the subsequent struggle for women of color to exercise it, this volume features the personal narratives of recognized scholars in the field who have advanced understanding of gender at work. In this way, we appreciate, and gain perspective on, the rewards and challenges of this essential scholarship and the lives of those who engage in it. The combination of these narratives is an exciting and

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meaningful exploration of the study of gender and its intersection with other marginalized social identities at work that authentically captures the experiences of scholars in the field and inventively pushes our understanding of diversity in organizations.

People with autism are being left behind today, with only 16 per cent in full-time employment. This inspiring book addresses the lack of

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understanding of the wonderful contributions people across the autism spectrum can make to the workplace, drawing attention to this vast untapped human resource. Employers who create supportive workplaces can enhance their companies by making use of the talents of people with autism while also helping to produce a more inclusive and tolerant society, and people with autism can themselves benefit materially and emotionally from

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improved employment opportunities. Packed with real-life case studies examining the day-to-day working lives of people across the autism spectrum in a wide variety of careers, this book provides constructive solutions for both employers seeking to improve their workplaces and for individuals with autism considering their employment options. It dispels popular myths about autism, such as that everyone is good at IT, and crucially tackles the

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potential job opportunities available across the spectrum, including for those who have no language at all. It also highlights the neglected area of gender differences in the workplace and the costs of autistic females' ability to 'camouflage' their condition. This book is a must-read for parents, employers and adults with autism, and for anyone interested in the present and future of people with autism in the workplace who will benefit from the

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positive message that employing autistic people is not an act of charity but one that makes sound economic sense.

Kristien Hens succeeds in weaving together experiential expertise of both people with autism and their parents, scientific insights and ethics, and does so with great passion and affection for people with autism (with or without mental or other disabilities). In this book she not

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only asks pertinent questions, but also critically examines established claims that fail to take into account the criticism and experiences of people with autism. Sam Peeters, author of *Autistic Gelukkig* (Garant, 2018) and *Gedurfde vragen* (Garant, 2020); blog @ [Tistje.com](https://www.tistje.com) What does it mean to say that someone is autistic? *Towards an Ethics of Autism* is an exploration of this question and many more. In this thoughtful, wide-ranging book, Kristien

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Hens examines a number of perspectives on autism, including psychiatric, biological, and philosophical, to consider different ways of thinking about autism, as well as its meanings to those who experience it, those who diagnose it, and those who research it. Hens delves into the history of autism and its roots in the work of Leo Kanner and Hans Asperger to inform a contemporary ethical analysis of the models we use to understand autism

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today. She explores the various impacts of a diagnosis on autistic people and their families, the relevance of disability studies, the need to include autistic people fully in discussions about (and research on) autism, and the significance of epigenetics to future work on autism. Hens weaves together a variety of perspectives that guide the reader in their own ethical reflections about autism. Rich, accessible, and multi-layered, this is essential

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reading for philosophers, educational scientists, and psychologists who are interested in philosophical-ethical questions related to autism, but it also has much to offer to teachers, allied health professionals, and autistic people themselves.

With a unique focus on Canada-wide practices and research, this text offers a comprehensive introduction to autism spectrum disorder (ASD).

Covering the clinical, educational, and

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community perspectives of ASD, the authors highlight how educators, direct support professionals, and communities at large can support people with ASD across their lifespan: from early years, to school years, to adulthood. Additionally, the authors emphasize the emerging nature of the field and the importance of evidence based interventions. The resource is divided into four thematic sections. Section one gives an overview of ASD, including

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prominent researchers in the field and changes in its diagnostic criteria.

Section two looks at evidence-based interventions and the newer sensory theories and frameworks. The third section examines ASD across the lifespan, as well as the experiences of parents and families. The final section looks at additional critical issues, including media, sexuality, peer relationships, and immigration. Beyond being a vital asset for ASD programs

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and resource centres across the country, Autism Spectrum Disorder in the Canadian Context has broad applications suitable for courses on ASD in behavioural science, education, and health studies programs. FEATURES:

- Each chapter features figures, definitions, examples, and questions designed to deepen understanding and elicit reflection - Includes feature boxes with interesting perspectives provided by varied members of Canada's

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ASD community - Unlike other textbooks on ASD, this text focuses on ASD across the lifespan, covering infancy, early childhood and school years, as well as adulthood, in the Canadian context

Useful Delusions: The Power and Paradox of the Self-Deceiving Brain

Research on Autism in the Workplace

Unleashing the Advantages of Your Differently Wired Brain (published in hardcover as Neurodiversity)

Developing Workplace Skills for Young

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Adults with Autism Spectrum Disorder
Disablement and Hierarchies of
Impairment

The Power of Neurodiversity

Understanding Life Experiences from
Early Childhood to Old Age

An Introduction

Information technology (IT) has great potential to be an effective and empowering means of communication for people with communication difficulties. Getting IT explores how IT can help such people increase their independence,

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communicate in more direct ways and express themselves as part of society. Authors Dinah Murray and Ann Aspinall examine common problems faced by people with learning and communication difficulties - being judged on appearances, encountering impatience from communication partners, problems identifying and understanding key information and difficulties communicating decisions. They show how IT can help solve these problems: for example internet search tools for accessing information at home, typing and email as socially neutral, universally acceptable modes of expression, anonymous, non-

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judgmental internet chatrooms and discussion forums. Three central case studies illustrate how IT improved the lives of Kumar who is on the autism spectrum, Marie who has dementia and Irene who is almost completely nonverbal. The book also provides practical guidance on how to use common IT programs including Powerpoint and gives an overview of the technology available for people with specific difficulties. Useful resources and organisations are supplied at the end of the book. Getting IT shows the power of IT to help people with communication difficulties satisfy the universal human need to communicate. This book

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will inspire carers, teachers, psychologists, parents and other professionals to use IT with people with communication difficulties, and will expand the skills and knowledge of those who already do. This book explores the career experiences of Generation A, the half-million individuals with autism spectrum disorder (ASD) who will reach adulthood in the next decade. With Generation A eligible to enter the workforce in unprecedented numbers, research is needed to help individuals, organizations, and educational institutions to work together to create successful work experiences and career outcomes for individuals with ASD.

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Issues surrounding ASD in the workplace are discussed from individual, organizational, and societal perspectives. This book also examines the stigma of autism and how it may affect the employment and career experiences of individuals with ASD. This timely book provides researchers, practitioners, and employers with empirical data that examines the work and career experiences of individuals with ASD. It offers a framework for organizations committed to hiring individuals with ASD and enhancing their work experiences and career outcomes now and in the future.

Achieve the productivity, performance and financial

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benefits of a neurodiverse workforce by optimizing your HR policies and processes.

Helping to create inclusive work environments for non-binary people, this book builds knowledge of non-binary identities and provides practical solutions to many of the basic workplace problems this group face. Working with and including non-binary people in the workplace is beneficial for both employer and employee, as it attracts and retains younger and non-binary workers by helping promote an inclusive brand, as well as satisfying equality obligations. Based on novel research of non-binary inclusion within businesses, it provides

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a basic overview of non-binary people, a business case for inclusion, a brief description of how non-binary people fit into current equality laws and likely future developments in the area. An ideal introduction for companies wishing to embrace all genders in the workplace.

15th International Conference, UAHCI 2021, Held as Part of the 23rd HCI International Conference, HCII 2021, Virtual Event, July 24 – 29, 2021, Proceedings, Part I
Diagnosis, Identity and Equality
Issues, Experiences and Poems in the Battle
Against Breast

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Gender Diversity and Non-Binary Inclusion in the Workplace

Original and Everyday Sins Attacking the “ Other ”
Autism Spectrum Disorder in the Canadian Context
The Essential Guide for Employers

Using information technology to empower people
with communication difficulties

The UN Convention on the Rights of Persons with Disabilities promotes ability equality, but this is not experienced in national laws. Australia, Canada, Ireland, the UK and the US all have one thing in common: regulatory frameworks which treat workers with psychosocial disabilities less favorably than workers with either physical or sensory disabilities. Ableism at

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Work is a comprehensive and comparative legal, practical and theoretical analysis of workplace inequalities experienced by workers with psychosocial disabilities. Whether it be denying anti-discrimination protection to people with episodic disabilities, addictions or other psychological impairments, failing to make reasonable accommodations/adjustments for workers with psychosocial disabilities, or denying them workers' compensation or occupational health and safety protections, regulatory interventions imbed inequalities. Ableism, sanism and prejudice are expressly stated in laws, reflected in judgments, and perpetuated by workplace practices and this book enables advocates, policy makers and lawmakers to understand the wider context in which systems discriminate workers with psychosocial disabilities.

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This report is the culmination of the extensive and often ground-breaking work undertaken in the ILO's Women at Work Centenary Initiative. It is closely aligned with the 2030 Agenda for Sustainable Development. The report highlights key gender gaps and obstacles to decent work for women. It explores the structural barriers, including unpaid care work, that shape the nature and extent of women's engagement in paid employment, and examines how laws, policies and practices in certain countries have addressed them. The report also outlines the measures that can and should be taken to seize the opportunities presented by the changing world of work.

Fundamental rights for all people with disabilities, education and employment are key for the inclusion of people with

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autism. They play as facilitators for the social inclusion of persons with autism and as multipliers for their enjoyment of other fundamental rights. After outlining the international and European dimensions of the legal protection of the rights to education and employment of people with autism, the book provides an in-depth analysis of domestic legislative, judicial and administrative practice of the EU Member States in these fields. Each chapter identifies the good practices on inclusive education and employment of people with autism consistent with principles and obligations enshrined in the UN Convention on the Rights of Persons with Disabilities (Articles 24 and 27). The book contains the scientific results of the European Project “Promoting equal rights of people with autism in the field of employment and education” aimed at

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supporting the implementation of the UN Convention in the fields of inclusive education and employment.

Covering verbal and non-verbal communication, Paddy-Joe Moran presents 35 simple tips and strategies to help professionals improve their communication and relationships with individuals on the autism spectrum. The language that professionals choose to use can have a long-term impact on autistic people. This book provides easy-to-implement suggestions to guarantee effective and sensitive communication. It explains everything from person-first language through to the use of specific, rather than open-ended, questions, and a focus on taking the individual's lead with their preferred language and terminology is central to the book.

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A Guide to the Current Challenges, Issues and Business
Solutions

International Perspectives

Everyday Aspergers

Practical Solutions for Understanding Unstated Rules in
Social Situations

Autism

35 Things You Need to Know

Creating Positive Employment and Career Outcomes for
Generation A

Community-Led Practices to Build the Worlds We Need

*Employees with an Autism Spectrum Disorder (ASD) may be
highly beneficial to a workforce, but it can be difficult for
individuals with no formal training to manage these employees*

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successfully. This definitive guide will help managers and colleagues successfully interact with and support these professionals on the autism spectrum so as to ensure mutual success. Integrate Autism Employment Advisors use their experience advising employers on how to successfully employ professionals on the autism spectrum to identify the everyday challenges faced by employees with ASD in the workplace and sets out reasonable, practical solutions for their managers and colleagues. Barriers to productivity are highlighted, such as the sensory environment, miscommunication, and inadequate training of colleagues. Easy-to-implement strategies to adapt the working environment are provided, such as agreeing on non-verbal cues to signal ending a conversation or establishing parameters for appropriate email

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length. This book is an essential resource for anyone who works with professionals on the autism spectrum. It will allow them to engage with and support their colleagues on the autism spectrum in a respectful way and help them achieve a greater level of working success.

Challenging existing approaches to autism that limit, and sometimes damage, the individuals who attract and receive the label, this book questions the lazy prejudices and assumptions that can surround autism as a diagnosis in the 21st Century. Arguing that autism can only be understood through examining 'it' as a socially or culturally produced phenomenon, the authors offer a critique of the medical model that has produced a perpetually marginalising approach to autism, and explain the contradictions and difficulties inherent

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in existing attitudes. They examine and dispute the scientific validity of diagnosis and 'treatment', asking whether autism actually exists at the biological level, and question the value of diagnosis in the lives of those labelled with autism. The book recognises that there are no easy answers but encourages engagement with these essential questions, and looks towards service provision and practice that moves beyond a reliance on all-encompassing labels. This unique contribution to the growing field of critical autism studies brings together authors from clinical psychiatry, clinical and community psychology, social sciences, disability studies, education and cultural studies, as well as those with personal experiences of autism. It is essential and challenging reading for anyone with a personal, professional or academic interest in 'autism'.

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In 21st century America, personhood is under daily assault, sometimes with dire consequences. Scientist, ethicist, and ordained minister Craig C. Malbon encourages the reader to consider such assaults on personhood endured by victims of abortion, ageism, Alzheimer's disease, drug addiction, mental and physical disabilities, gender, gender orientation, racism, sexual preference, identity politics, and our will-to-power over the "other." In exploring personhood status, Malbon poses difficult questions for us. Is personhood assigned as all-or-nothing, or is it a sliding scale based upon criteria arbitrarily aimed at our vulnerabilities? Does the voiceless embryo and fetus have advocates who can speak to the moral question of abortion? Is the personhood of an economically insecure pregnant woman degraded to the point where lack of access

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to early termination of pregnancy results in “coercive childbearing?” Does being a member of the LGBTQI+ community target one for assaults on personhood, to the extreme of being killed? In delving into the biology and psychology of assaults of “self” upon the “other,” Malbon sees powerful linkages of everyday assaults on personhood to darker, profound “original sins” that are foundational to the rise of the American empire, i.e., assaults on the indigenous Native Americans and assaults derivative to the institution of slavery upon Africans, African Americans, and their descendants.

This comprehensive book offers a fascinating set of over 40 evidence-based case studies derived from international research on work, employment and human resource

Read Free Autism Equality In The Workplace Removing Barriers And Challenging Discrimination management (HRM).

Awakening

Navigating the Social Landscape of Employment

Paradigms, Recent Research and Clinical Applications

Ladies, Leadership, and the Lies We've Been Told

Getting IT

Generation A

Autism Equality in the Workplace

A Practical Guide

Defining the role of a job coach, this book sets out EU-wide training standards for helping people with disabilities gain and maintain meaningful employment. The book includes the perspectives of both people with

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disabilities and their job coaches, offering first-hand experience of the specific issues faced by those who want to enter the competitive open jobs market. It describes how to provide bespoke support for people with an intellectual disability, physical disability, as well as for autistic people and individuals with mental health conditions. Guidance on functional assessment, task analysis, collaborating with employers and training for new and student job coaches is also included. Estimates suggest that up to 20% of employees, customers and clients might have a neurodivergent condition - such as dyslexia, autism, Asperger's, ADHD or dyspraxia - yet these individuals often struggle to

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gain and maintain employment, despite being very capable. This practical, authoritative business guide will help managers and employers support neurodiverse staff, and gives advice on how to ensure workplaces are neuro-friendly. The book demonstrates that neurodiversity is a natural aspect of human variation to be expected and accepted, rather than a deficit to be accommodated. Employer responsibilities are highlighted, including the 2010 Equality Act, and a range of strategies and policies are provided, including recruitment advice and the benefits of neurodiverse employees, along with advice on physical environments, interaction and communication, and

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working with clients and customers. This book is an ideal resource for all employers wanting to support and empower people with specific needs to help create a more inclusive workplace, benefiting both neurodiverse individuals and the companies employing them.

Offers advice and suggestions for acceptable social skills for individuals with social-cognitive problems. From the New York Times best-selling author and host of Hidden Brain comes a thought-provoking look at the role of self-deception in human flourishing. Self-deception does terrible harm to us, to our communities, and to the planet. But if it is so bad for us, why is it

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ubiquitous? In *Useful Delusions*, Shankar Vedantam and Bill Mesler argue that, paradoxically, self-deception can also play a vital role in our success and well-being. The lies we tell ourselves sustain our daily interactions with friends, lovers, and coworkers. They can explain why some people live longer than others, why some couples remain in love and others don't, why some nations hold together while others splinter. Filled with powerful personal stories and drawing on new insights in psychology, neuroscience, and philosophy, *Useful Delusions* offers a fascinating tour of what it really means to be human.

Diagnosis, Disclosure and Self-confidence

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Autism Working

The Neurodiverse Workplace

Case Studies in Work, Employment and Human
Resource Management

Communicating Better with People on the Autism
Spectrum

Perspectives on Gender and Work

Autism Works

Job Coaches for Adults with Disabilities

**An exploration of how design might be led by
marginalized communities, dismantle structural
inequality, and advance collective liberation and
ecological survival. What is the relationship between**

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design, power, and social justice? “Design justice” is an approach to design that is led by marginalized communities and that aims explicitly to challenge, rather than reproduce, structural inequalities. It has emerged from a growing community of designers in various fields who work closely with social movements and community-based organizations around the world. This book explores the theory and practice of design justice, demonstrates how universalist design principles and practices erase certain groups of people—specifically, those who are intersectionally disadvantaged or multiply burdened under the matrix of domination (white supremacist heteropatriarchy, ableism, capitalism, and settler

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colonialism)—and invites readers to “build a better world, a world where many worlds fit; linked worlds of collective liberation and ecological sustainability.” Along the way, the book documents a multitude of real-world community-led design practices, each grounded in a particular social movement. Design Justice goes beyond recent calls for design for good, user-centered design, and employment diversity in the technology and design professions; it connects design to larger struggles for collective liberation and ecological survival.

The BASICS College Curriculum presents a hands-on approach to learning essential independence and life skills for students and new graduates with Autism

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Spectrum Disorder (ASD). The fourth book helps young adults to develop strategies for successfully managing workplace challenges, both before they enter the workplace and during employment.

Students or recent graduates are shown how to identify and develop strategies to overcome common challenges associated with ASD in the workplace.

These include communication and social interactions with colleagues, working in a team, proactively and successfully managing workload, dealing with stress, and managing their emotions. Ideal for graduates to use independently or for students in their last year of college, each chapter has a lesson-based progressive structure, providing valuable information and advice

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for the student, useful diagrams, practical exercises and workbook components that can be filled in at home or in class. Self-assessment tools ensure the skills from each chapter can be reviewed and adjusted as necessary. The book can be used on its own or in conjunction with the other books in the BASICS curriculum for a complete program of self-development.

The difference that being female makes to the diagnosis, life and experiences of a person with an Autism Spectrum Disorder (ASD) has largely gone unresearched and unreported until recently. In this book Sarah Hendrickx has collected both academic research and personal stories about girls and women

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on the autism spectrum to present a picture of their feelings, thoughts and experiences at each stage of their lives. Outlining how autism presents differently and can hide itself in females and what the likely impact will be for them throughout their lifespan, the book looks at how females with ASD experience diagnosis, childhood, education, adolescence, friendships, sexuality, employment, pregnancy and parenting, and aging. It will provide invaluable guidance for the professionals who support these girls and women and it will offer women with autism a guiding light in interpreting and understanding their own life experiences through the experiences of others.

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Neurodiversity in the workplace can be a gift. Yet only 15% of adults with an autism spectrum condition (ASC) are in full-time employment. This book examines how the working environment can embrace autistic people in a positive way. The author highlights common challenges in the workplace for people with ASC, such as discrimination and lack of communication or the right kind of support from managers and colleagues, and provides strategies for changing them. Setting out practical, reasonable adjustments such as a quiet room or avoiding disruption to work schedules, this book demonstrates how day to day changes in the workplace can make it more inclusive and productive for all employees.

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Autism in the Workplace is intended for any person with an interest in changing working culture to ensure equality for autistic people. It is an essential resource for employers, managers, trade unionists, people with ASCs and their workmates and supporters.

The BASICS College Curriculum

Coming Out Asperger

Design Justice

Autism in the Workplace

Towards an Ethic of Autism

A Journey on the Autism Spectrum

Neurodiversity at Work

International, European and National Perspectives

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Generation A: Research on Autism in the Workplace brings together scholars, practitioners, and educators to share their research on Autism in the workplace with a particular emphasis on Generation A.

@page { margin: 2cm } p { margin-bottom: 0.21cm } a:link { color: #0000ff } Through 150 entries, Samantha Craft presents a life of humorous faux pas, profound insights, and the everyday adventures of an autistic female. In her vivid world, nothing is simple and everything appears pertinent. Even an average trip to the grocery store is a feat and cause for reflection.

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From being a dyslexic cheerleader with dyspraxia going the wrong direction, to bathroom stalking, to figuring out if she can wear that panty-free dress, Craft explores the profoundness of daily living through hilarious anecdotes and heart-warming childhood memories. Ten years in the making, Craft's revealing memoir brings Asperger's Syndrome into a spectrum of brilliant light—exposing the day-to-day interactions and complex inner workings of an autistic female from childhood to midlife.

ADHD. dyslexia. autism. the number of illness categories listed by the American Psychiatric

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Association has tripled in the last fifty years. With so many people affected, it is time to revisit our perceptions on this “culture of disabilities.” Bestselling author, psychologist, and educator Thomas Armstrong illuminates a new understanding of neuropsychological disorders. He argues that if they are a part of the natural diversity of the human brain, they cannot simply be defined as illnesses. Armstrong explores the evolutionary advantages, special skills, and other positive dimensions of these conditions. A manifesto as well as a keenly intelligent look at “disability,” *The Power of Neurodiversity* is a must

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for parents, teachers, and anyone who is
“differently brained.”

This book explores the complexity of diagnosis for Asperger Syndrome, the drawbacks and benefits of disclosing a "hidden disability," and how this impinges on self-esteem. The contributors include some of the best-known and most exciting writers in the field of AS today, and include individuals on the autism spectrum, parents and professionals.

Drive Innovation, Performance and Productivity
With a Neurodiverse Workforce

A Philosophical Exploration

An Employer's Guide to Managing and Working

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with Neurodivergent Employees, Clients and
Customers

Removing Barriers and Challenging Discrimination
Universal Access in Human-Computer Interaction.

Design Methods and User Experience

A Quantum Leap for Gender Equality

A Guide to Successful Employment across the
Entire Spectrum

Hidden Inequalities in the Workplace

***Autism is associated with many qualities that
are highly sought after by employers such as
reliability, persistence, attention to detail,
creativity in problem solving and many others.***

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The key to success in the workplace is understanding these strengths and identifying the support you need to help you flourish. This self-guided workbook provides advice, strategies and activities to manage the difficulties that can arise at work. You will be given the tools to help minimise anxiety, sensory overload, unhelpful thinking patterns, difficulties with social communication, and organisation and planning problems. The activities are interactive, and you can approach them on your terms. They can be dispersed throughout the day or week, and the workbook and accompanying videos include everything you need to set and achieve your

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employment goals. The course can also be undertaken with the assistance of a mentor, and the workbook includes resources and videos to help them support you.

This scholarly handbook covers all aspects of people with disabilities entering the workplace, including the legal aspects, transitions, types, and levels of employments, the impact of different disabilities, and the consideration of the intersection of disability with other identities such as gender and ethnicity.

Comprehensive in scope, chapters look beyond organizational strategies that accommodate an employee's disability and use case studies to

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highlight important issues and the individual's perspective. The handbook concludes with a reflection on the work included in the book, what was not included and why, and makes recommendations for future disability research. Marking a major contribution to the study of workplace diversity and bringing together academics from various disciplines and global regions, this handbook covers a truly broad and diverse mix of approaches, theories, and models. This open access book marks the first historical overview of the autism rights branch of the neurodiversity movement, describing the activities and rationales of key leaders in their

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own words since it organized into a unique community in 1992. Sandwiched by editorial chapters that include critical analysis, the book contains 19 chapters by 21 authors about the forming of the autistic community and neurodiversity movement, progress in their influence on the broader autism community and field, and their possible threshold of the advocacy establishment. The actions covered are legendary in the autistic community, including manifestos such as “Don’t Mourn for Us”, mailing lists, websites or webpages, conferences, issue campaigns, academic project and journal, a book, and advisory roles. These

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actions have shifted the landscape toward viewing autism in social terms of human rights and identity to accept, rather than as a medical collection of deficits and symptoms to cure.

A SELF-HELP BOOK AND FEMINIST MANIFESTO ALL IN ONE - AWAKENING IS A CALL FOR ACTION AND GENDER EQUITY IN A POST-COVID WORLD. *Awakening goes beyond the idea that women should ask for a seat at the table. Areva Martin makes the case for women to tear down the building, build anew, and choose tables that make room for everyone. Martin does this by exposing five lies told by society that have kept women held back for so*

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long. By further exploring the problem and offering solutions that benefit all people, Awakening gives women in all careers a path toward a more equitable world. Pick up Awakening for your next book club, to gift to a new grad, or to show a woman in your life that you support their journey. Uncover the lies we have been told and discover how we can move toward a more equitable world. Areva Martin provides statistics and stories on how our current system works to keep women as the inferior sex and why it needs a complete overhaul. Case studies from real women at work demonstrate the barriers that hold women back

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and the conflicts that they face if they choose to start a family. Readers will explore “how we got here” and the movements, milestones, and men who have shaped where women stand in the workplace today. Martin zooms out to describe how expectations, norms, and culture need to change before equity can be achieved. Action items throughout the book offer small and quick exercises that become stepping stones to larger solutions. The past decade has been a whirlwind of fighting for equity, seeing the consequences of small-scale strategies, and being pushed back by the COVID-19 pandemic. Areva Martin lays all of this out on the table and provides a map

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***for pushing forward in the corporate jungle,
nonprofit world, and society at large. Grab your
copy of Awakening today to expose the lies told
by society and become leaders at work and
home.***

***An Employer's Guide to Managing Professionals
on the Autism Spectrum***

A Seven-Stage Plan to Thriving at Work

Assaulted Personhood

The Palgrave Handbook of Disability at Work

***Autistic Community and the Neurodiversity
Movement***

What You Need to Know about Autism

Employment Statutory Code of Practice

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Re-Thinking Autism

The book presents a critical framework for assessing whether organisational practice and function reinforces unseen potential differences amongst individuals in the workplace. It offers a comprehensive understanding and awareness of managerial and organisational practices that perpetuate social exclusion and discrimination towards individuals in the workplace. The book draws together themes of non-declared medical or physical conditions, voluntary and involuntary

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disclosure of difference, dietary requirements, lifestyle, organisational engagement and cognitive bias. As a result, the book provides a unique blend of scholarly and professional research, and brings those who have been affected by social stigmas and discrimination in the workplace to the fore. Hidden Inequalities in the Workplace also offers practical and strategic insights for practitioners, students and policy-makers, and delves the strategic nature of policy intervention and thought-provoking dialogue

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The hidden curriculum, those unspoken rules that most of us pick up almost unconsciously, are challenging for individuals with autism and similar social-cognitive disorders. This book offers easy, simple to follow suggestions for how to avoid the social minefields in getting and keeping a job.--Publisher. This book opens with a discussion of neurodiversity and an elaboration of the diagnosis of autism. It then examines factors correlating with autism, including sex bias, month of birth, migration and

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impact of infant feeding. The next section is on the impact of autism. The neurobiology and genetic section deals with epigenetics and intracellular pathways associated with etiology. The development and behaviour section deals with proprioceptive profiles and joint attention in autism. The final section focuses on interventions including mindfulness, animal assisted activity, social/cultural perspective on autism intervention and physical activity. The book is relevant to all professionals and

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researchers working with persons with autism, including psychiatrists/psychologists, speech and language therapists, occupational therapists, teachers, nurses and care workers.