

Adjustments and Accommodations

Adjustments and accommodations level the playing field for Neurodivergent people, they include us and can help us feel more connected to our team. They can include the following:

- Adjustable lighting in the environment, use of warm lights instead of fluorescent, use of natural lighting or imitation natural light lamps
- Noise Cancelling Headphones, LOOPS - <https://au.loopearplugs.com/>
- Regular small breaks – to reset and regulate
- Quiet rooms - a room that is quiet to take a break, have a meal, a rest and digest spot
- Clear unambiguous operating procedures or instructions
- Preferred methods of contact - phone, text or email
- Communicate in many forms - printed, electronic, verbal, visual
- Attention - give us space and time to focus when needed, don't touch us to get our attention
- Meetings – provide agenda's, stick to them where possible, provide opportunities to get up and move around, keep people engaged
- Zoom – cameras off until needed to be on to assist focus
- Consideration of disruptions - having a conversation that is going to last longer than 5 minutes in a shared office or lab space, can you take it outside or to a closed office space
- Flexibility – for appointments, start and finish times, hybrid working arrangements
- Furniture - ergonomic furniture, sit stand desks, options to sit at their desk on an exercise ball, flexibility to sit on the floor where appropriate
- What Why When
 - What is the task at hand, clearly laid out so we know exactly what is expected of us and exactly how to do it
 - Why are we doing this? We often struggle with context. Is it important, why does it need to be done? In a STEM field having a million questions can be the answer to our problem but in a small task context possibly not the most efficient use of time, so this can assist with decreasing the questions
 - When – a lot of Neurodivergent people have trouble with time in one way or another but the problem with it's due in a day, it's due in a week, it's due in a month, is it isn't NOW. Not now is a later problem. So how do we tackle that with bigger projects, we can have the later deadline but break it up into those smaller deadlines where we need to have this done by this date and that done by that date. This will mean that we are consistently working towards our deadlines and stay focused on our micro goals.