It is common for people on the **autism spectrum** to have **hyper- and/or hypo-sensitivities** to one or more senses.

**Quick tips for employers**

**Sensory issues and their severity are specific to each individual.**

Prevention is key. Get to know your employee/colleague and discuss a plan to avoid and respond to sensory overload.

**Light**

Tinted glasses or sunglasses can help reduce brightness levels.

**Movement**

Having a standard working location where movement (e.g., of others or machinery) is out of sight or minimal can assist.

**Smell**

Ask about odour sensitivities. Moving the work space away from kitchens/bins, and asking others not to wear strong perfumes/body sprays can help.

**Noise**

Give warning about potential loud noises where possible (e.g., a fire drill, building maintenance).

**Tactile**

Allow uniform modifications such as different fabrics or additional lining, as texture of material, fit of clothing, and tags/labels may cause discomfort.

**Focus**

Allow employees to retreat to a low sensory area for breaks. A dark quiet room with comfortable seating is optimal e.g., a bean bag or comfortable chair.

**Sensory stimulating objects** such as fidget toys, provide sensory input that can help the person focus.

**Check lighting is not too bright or loud** (e.g., fluorescent lights may hum). Remove, dim, and/or change light bulbs to warm light.

**Noise-cancelling headphones** can help block external noises.