

Making Holiday Work Events Accessible For Everyone!

7 NO (OR LOW) COST WAYS TO BE NEURODIVERSITY-AFFIRMING



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Planning an end-of-year event? These simple ideas can make your celebration more accessible for Autistic and ADHD colleagues. Small changes can go a long way in creating a comfortable and inclusive space for all employees!

1

KEEP IT AFFORDABLE

Given the cost-of-living crisis, consider: free events, budget-friendly options & flexible gift limits for Kris Kringle to make participation possible.

2

REDUCE BURNOUT

Offer flexible options to join for part of the event, especially if someone is in burnout. Be mindful that Autistic people can find social events overwhelming.

3

INCLUDE ACTIVITIES

Include structured activities or games to connect, with less reliance on small-talk eg. board games, video games, a movie, craft, art, group competitions

4

SENSORY NEEDS

Have fidget toys for everyone. Normalise them. They can be a great way to connect and play. Consider venues with options for dimmer lights and less noise.

5

QUIET SPACES

Identify a quiet area for anyone needing a break. This can reduce overwhelm and help neurodivergent people enjoy the event at their own pace.

6

SPECIFIC DETAILS

Provide clear details (eg. times, dress code, events). To minimise stress, offer the chance to discreetly request more information. This can reduce anxiety.

7

RESPECT BOUNDARIES

Some people choose not to attend end-of-year events. Respect this without judgment. It could be due to burnout, anxiety, economic, or other barriers - not disinterest or dislike!



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