

# 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

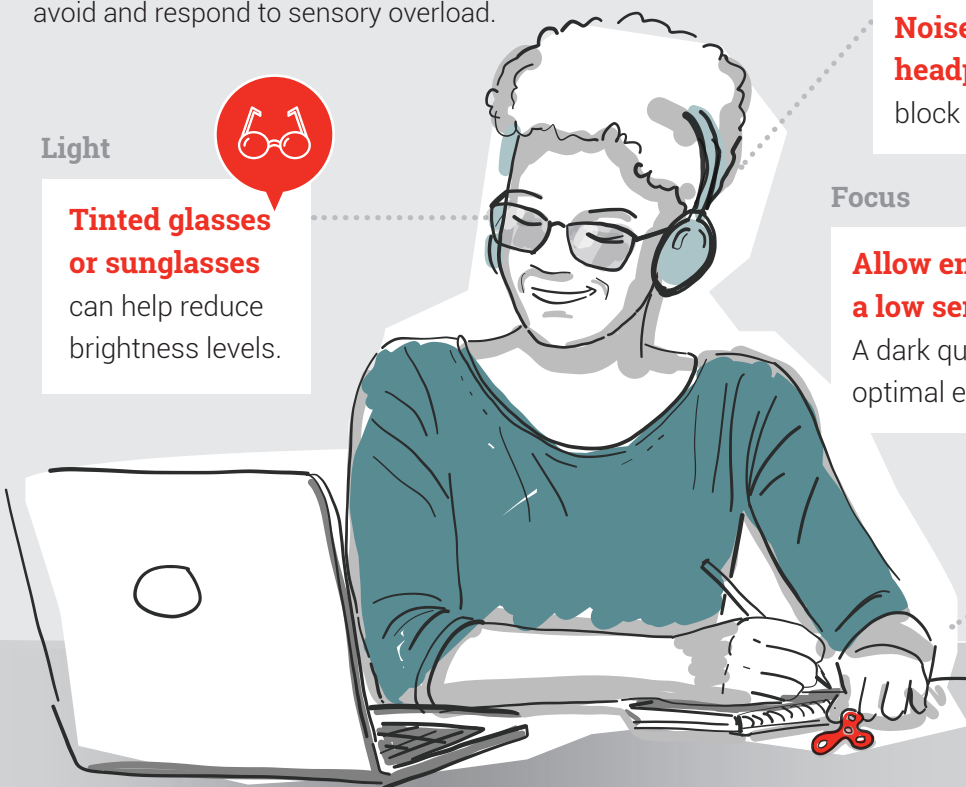
**Sensory issues and their severity are specific to each individual.**

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.



### Light

**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

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



### Noise

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



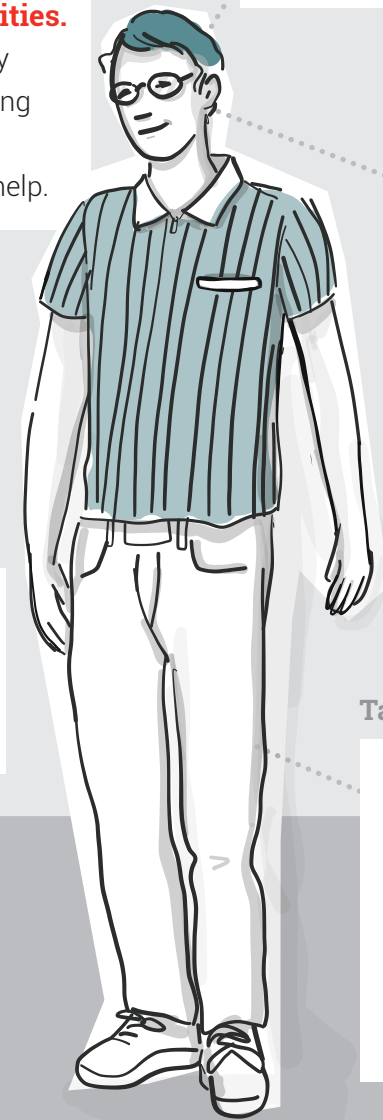
### Focus

**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.



### Focus

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



### Tactile

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

