

Disability Employment Awareness

Autism

6 COMMON MISCONCEPTIONS

- **Misconception:** All People with Autism have the same difficulties and skills
 - **Truth:** Each individual with Autism will experience differences in the way they communicate, their sensory needs, and social interaction. This is why Autism is called a 'spectrum disorder'
- **Misconception:** All people with Autism have an intellectual disability
 - **Truth:** Autism is a neurodevelopmental condition. While some people with Autism can have an intellectual disability, others have an Intelligence Quotient (IQ) within the typical range or higher.
- **Misconceptions:** People with Autism do not experience the full range of emotions
 - **Truth:** People with Autism have a full range of feelings and emotions. How each person expresses emotions and the level of their ability to express emotions varies.
- **Misconceptions:** People with Autism do not speak
 - **Truth:** Every child and adult with Autism is different in the way they communicate. It is also important to remember that even if a person is unable to speak, they still have the capacity, the need, and the right to communicate, and this needs to be supported.

Famous People With Autism



Anthony Hopkins
Actor



Jerry Seinfeld
Actor & Comedian



Daryl Hannah
Actress &
Environmental Activist



Armani Williams
NASQAR Driver

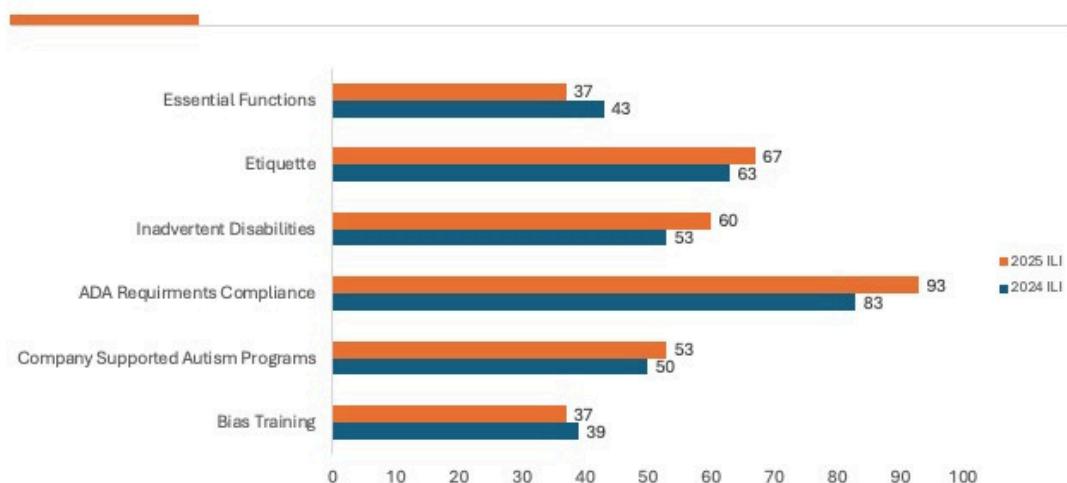
Autism In the Workplace

Source: 2025 Inclusive Leadership Index

2025 Insights On Persons with Disabilities in the Workplace

Percent of Companies

source: 2025 Inclusive Leadership Index



According to the National Autistic Society, **only 16% of autistic adults are in full-time employment**,

According to the 2024 ILI companies are starting to make more intentional efforts to recruit persons with disabilities. Some of these efforts include **intentional recruiters** and **disclosure programs** for those with inadvertant disabilities like Autism

Why does this matter?

According to the CDC, as of 2023, around 1 in 36 children in the U.S. has been diagnosed with autism.

Best Practices:

- Expand recruiter training to increase competency for recruiters to create environments to provide open sharing of inadvertant disabilities, post-traumatic stress, and other sensitive areas.
- Leverage Disabilities focused Employee Resource Groups for strategies on building a more inclusive environment for persons with autism.