

# Workplace Accommodation Suggestions for Neurodivergent Workers

Workplace accommodations for people with disabilities are unique to each person. What might work for one person may not work for another. The Job Accommodations Network (JAN) has a great resource of accommodations for all types of disabilities. To start, here are a few that can consider asking your employer for if you are neurodivergent.

## ACCOMMODATIONS BASED ON LIMITATION

## Concentration

## Noise Canceling Headphones

## Silent Phone Transmitter

## Silent Doorbell

## Cubicle Door/Shades

Support Person

## Sunglasses

## Executive Dysfunction

## Written Instructions

## Noise Canceling Headphones

## Flexible Schedule (remote/hybrid work)

## Cubicle Door/Shades

Support Person

## Multitasking

## Frequent Performance Reviews

## Written Instructions

## Noise Canceling Headphones

## Non-Compliant Behavior

## Frequent Structured Breaks

## Cubicle Doors/Shades

## Modified/Private Workspace

Support Person

## Overall Body Weakness

Flexible Schedule (remote/hybrid work)

## Modified/Private Workspace

## Ergonomic Equipment

### Modified Uniform

## Stress Tolerance

## Frequent Structured Breaks

Support Person

## THINGS TO REMEMBER

Not all accommodations will work for all places of employment. **When a requested accommodation isn't able to be met, employer and employee should work together to come up with one that can be met and will work for the employee.**

This is not an exhaustive list of accommodations that may be helpful. For more accommodations listed by disability or limitation we encourage you to visit the **Job Accommodation Network website: [askjan.org](http://askjan.org)**

## NOTES

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