

What signals an inclusive employer?

A quick guide for Autistic jobseekers

When you're looking for work, it can be hard to know which employers genuinely support neurodivergent employees - and which ones just say they do. Here are some practical things to look for.

In the job ad...

A clear job ad is a good sign. Look for:

- A plain-language description of what you'd actually do day-to-day - for example, "A typical day includes assisting customers, restocking shelves, processing sales, updating inventory records, and participating in team meetings"
- Specific timeframes rather than vague terms - for example, "You will be required to submit a progress report on a monthly basis"
- Flexible work options described clearly - for example, "flexible hours, hybrid work (3 days remote), and compressed fortnight options"
- A closing date, a timeline for shortlisting, and an outline of what happens next
- A contact person named for support or adjustments, with a message that makes clear this is welcome and routine

In the recruitment process...

An inclusive employer makes the process predictable. Look for:

- A clear outline of what will happen at each stage, including who you'll meet, how long it will take, and what's being assessed
- Interview or assessment questions shared in advance where possible

- An explicit invitation to request adjustments, without needing to explain why - for example, "You're welcome to request changes to our standard process, including additional prep time or a different interview format. You don't need to provide any details as to why."
- Timely updates if timelines or stages change

On their website or profile...

Look beyond the job ad at what the organisation actually shows about inclusion:

- Do they share diversity and inclusion policies, neurodiversity initiatives, or disability action plans - or just high-level statements?
- Do they provide clear, visible examples of inclusion in practice, such as employee resource groups - for example, "Our Neurodiversity Employee Resource Group provides a supportive space for employees to share experiences, access resources, and advocate for inclusion"
- Are there employee stories, particularly from neurodivergent staff? Research with the Autistic community found these are one of the most trusted signals of genuine inclusion
- Do they share data on inclusion outcomes - hiring rates, retention, workforce targets - even if progress is still underway?

Organisations that are genuinely working on inclusion tend to show their progress, not just claim it.

Remember...

No employer is perfect. A-Plus Connect is built on the idea that transparency and progress matter more than perfection. The organisations listed here are working toward neuroinclusion and showing you how.