## Unite the Union

Education Department

**Neurodiversity
in the Workplace**

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| Name: |  |
| Sector: |  |
| **Employer:** |  |
| **Telephone Number:** |  | **Email** |  |
| **Name of Tutor:** | **Adrian Judd** |
| **Date of Course:** |  |
| **Course Code:** |  |

**Workbook**

V.1 October 2020

**Activity 1**

**Introductions**

For this activity please tell us a little about yourself. Write a paragraph or two covering the topics listed below.

**Name?**

**Any other union positions held?**

**Employer and role?**

**How many members do you represent?**

**Any experience of raising equality issues with your employer?**

**What you hope to do with the skills taught to you during this course?**

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##### Notes

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**Activity 2**

**Neurodiversity**

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| **What is autism spectrum condition?****How is it diagnosed?****What positive characteristics might someone with this condition have?** |  |
| **What is ADHD?****How is it diagnosed?****What positive characteristics might someone with this condition have?** |  |
| **What is dyslexia** **How is it diagnosed?****What positive characteristics might someone with this condition have?** |  |
| **What is dypraxia?****How is it diagnosed?****What positive characteristics might someone with this condition have?** |  |

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|  **Neurodiversity in my Workplace**  |
| **Does your employer have a disability policy?** |  |
| **Where is this policy available?** |  |
| **What does it say about making reasonable adjustments for the disabled?** |  |
| **What does it say about Autism Spectrum Condition, ADHD, dsylexia, dyscalculia etc?** |  |

##### Notes

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**Activity 3**

**Things not to say to people with autism spectrum condition**

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|  | **Saying** | **True / False** | **Reasons why** |
| **A** | "You don't look autistic." | **false** |  |
| **B** | "But girls can't be autistic" | **false** |  |
| **C** | "Well we're all a little autistic aren't we." | **false** |  |
| **D** | "But you dont sound autistic." | **false** |  |
| **E** | "Oh I'm so sorry." | **true** |  |
| **F** | "My nephew's autistic and you're nothing like him." | **false** |  |
| **G** | "Thank you for being honest with me" | **true** |  |
| **H** |  "I bet you're great at maths/science/trains." | **false** |  |
| **I** | "What's your superpower?" | **false** |  |
| **J** | "It's not a disability! You can do anything! Be strong!" | **true** |  |
| **K** | "You're not though, you're just pretending to get internet sympathy." | **false** |  |

**Activity 4**

**Belonging or welcoming:**

**the Social Model of Disability vs the Medical Model of Disability**

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| What is the medical model of disability? |  |
| What are the strengths of this model? |  |
| What are the weaknesses of this model? |  |
| What is the social model of disability? |  |
| What are the strengths of this model? |  |
| What are the weaknesses of this model? |  |

**Activity 5**

**Open and Accessible to All**

##### What barriers are put in the way of people with autism in your workplace?

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**Activity 6**

**Neurodiversity Case Studies**

These case studies are taken from Roger N. Meyer. *Asperger Syndrome Employment Workbook: An Employment Workbook for Adults with Asperger Syndrome* (Kindle Locations pages 82-118). Kindle Edition.

These case studies will highlight the key role of Unite’s accredited representatives in making the workplace safer for all by countering disability discrimination.

Read the case studies. Answer the following questions.

1. What is and what is not working well in the workplace for the Unite members in the case studies?
2. How could the workplace be changed to make it a healthier place for the person in the case study?
3. What is the responsibility of the employer to make reasonable adjustments in this situation?
4. What is the role of Unite in countering discrimination against the disabled?

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| You don't understand the social rules of the work environment. You don't understand personal space, what is private and what isn't. You don't know what topics are appropriate or even realize `who you are talking to'. You lose your temper- or hold it in - and are angry much of the time.  |  |
| You feel so exhausted daily just from `hanging on' or controlling yourself that you arrive home drained, virtually unable to function. You need a full recharge of your batteries just to face the next day.  |  |
| People at work consider you arrogant and a know-it-all. You are proud of your knowledge, and you don't know how to `hold back'. You go on and on, and people have to cut you off or tell you to stop. You have difficulty asking for help with a problem or a work issue, or by the time you do ask, things have `gone too far'.  |  |
| You know you can learn the job or the task. However, you are not provided with information that fits your learning style, and so you bumble along, always stressed. You also fear being given new tasks you aren't ready to handle. You avoid promotions because you fear having to supervise others. You think that if you can't learn something yourself, you can't teach others.  |  |
| You have difficulty being assertive. You feel your assertiveness will be mistaken for aggressiveness. Therefore, you remain passive, but not all the time.  |  |
| You know that some work challenges are directly related to your Asperger Syndrome. Should you disclose your diagnosis, and to whom? How much do you say, when do you do it, and what do you think your disclosure will accomplish?  |  |
| To avoid all of the above, you seek jobs or are placed in jobs where you are underemployed. You take a job that is `any job' just to keep working. You have a work history of many jobs, and you can't seem to hold onto a job even though you have a good interview technique.  |  |

**Activity 7**

**Neurodiversity and workplace barriers**

The following barriers in the workplace affect people who are neurodiverse:

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3)………………

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Reflective learning journal

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| **The main points I have learnt from today are:**uniteLogo |
| **How I could develop my practical skills as a result of today:** |
| **How I could share my understanding in my workplace** |

Student signature: …………………………………………. Date: ………………….....................