

Read Book Autism Equality In The Workplace
Removing Barriers And Challenging
Discrimination

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The Age of Surveillance Capitalism
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Communicating Better with People on the Autism Spectrum
Asperger Syndrome and Employment
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The Age of Surveillance Capitalism

This book is aimed at business schools around the globe. We offer rich case studies, teaching notes and assessment ideas to help business educators embed sustainability in curriculum. These international case studies are situated in Mauritius, Malaysia, Indonesia, Australia and India however they have global applicability. Each chapter is a joint creation with an industry or government partner and uses original research written in the form of a case study. Active learning through case studies opens opportunities to change attitudes and to find creative solutions. In this book, we present ten chapters written as case studies covering a diverse number of sustainability topics - from tourism, health care, human resource management, climate change and supply chain management. Each case study is accompanied by detailed teaching notes and assessment questions as well as marking guides. There are also two chapters discussing sustainability discourse and discipline in higher education. The detailed cases can be immediately applied in the classroom.

The Power of Neurodiversity

This open access book marks the first historical overview of the autism rights branch of the neurodiversity movement, describing the activities and rationales of key leaders in their own words since it organized into a unique community in 1992. Sandwiched by editorial chapters that include critical analysis, the book contains 19 chapters by 21 authors

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about the forming of the autistic community and neurodiversity movement, progress in their influence on the broader autism community and field, and their possible threshold of the advocacy establishment. The actions covered are legendary in the autistic community, including manifestos such as “Don’t Mourn for Us”, mailing lists, websites or webpages, conferences, issue campaigns, academic project and journal, a book, and advisory roles. These actions have shifted the landscape toward viewing autism in social terms of human rights and identity to accept, rather than as a medical collection of deficits and symptoms to cure.

Disability Discrimination Act 2005

Includes bibliographical references (p. 227-230) and index.

Re-Thinking Autism

A new edition of Simon Baron-Cohen's highly successful Autism: The Facts, updated to cover the important subgroup of patients with Asperger syndrome. Written first and foremost as a guide for parents, but required reading for interested professionals, it covers the recognition and diagnosis of these conditions, their biological and physiological causes, and the various treatments and educational techniques available. It presents the facts, allowing the reader to take an informed position about the condition.

Communicating Better with People on the Autism Spectrum

Written and edited by leading experts in the field, this authoritative account sets UK and European practices firmly within a global context. It offers an in-depth and contextual account of enduring, contemporary and cutting edge theories and approaches to diversity and inclusion management. With workforce demographics changing rapidly, high-profile cases of discrimination in the news and new legislation coming into force, it is more crucial than ever that organisations understand and effectively manage workplace diversity – not only to increase business outcomes, but to create an inclusive workplace in a socially responsible manner. This second edition includes an engaging new chapter on social class and diversity, as well as a range of new mini case studies on contemporary issues and themes such as intersectionality and autism employment. Packed with learning features to encourage critical analysis and help you link theory to real-world practice, *Managing Diversity and Inclusion* offers an in-depth and contextual account of enduring and cutting edge discussions and approaches to diversity and inclusion management. Go online to access additional resources to support your study:
<https://study.sagepub.com/syed2e>

Asperger Syndrome and Employment

This book explores the complexity of diagnosis for Asperger Syndrome, the drawbacks and benefits of

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disclosing a "hidden disability," and how this impinges on self-esteem. The contributors include some of the best-known and most exciting writers in the field of AS today, and include individuals on the autism spectrum, parents and professionals.

Asperger's Syndrome Workplace Survival Guide

Covering verbal and non-verbal communication, Paddy-Joe Moran presents 35 simple tips and strategies to help professionals improve their communication and relationships with individuals on the autism spectrum. The language that professionals choose to use can have a long-term impact on autistic people. This book provides easy-to-implement suggestions to guarantee effective and sensitive communication. It explains everything from person-first language through to the use of specific, rather than open-ended, questions, and a focus on taking the individual's lead with their preferred language and terminology is central to the book.

The Memo

People with autism are being left behind today, with only 16 per cent in full-time employment. This inspiring book addresses the lack of understanding of the wonderful contributions people across the autism spectrum can make to the workplace, drawing attention to this vast untapped human resource. Employers who create supportive workplaces can enhance their companies by making use of the talents

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of people with autism while also helping to produce a more inclusive and tolerant society, and people with autism can themselves benefit materially and emotionally from improved employment opportunities. Packed with real-life case studies examining the day-to-day working lives of people across the autism spectrum in a wide variety of careers, this book provides constructive solutions for both employers seeking to improve their workplaces and for individuals with autism considering their employment options. It dispels popular myths about autism, such as that everyone is good at IT, and crucially tackles the potential job opportunities available across the spectrum, including for those who have no language at all. It also highlights the neglected area of gender differences in the workplace and the costs of autistic females' ability to 'camouflage' their condition. This book is a must-read for parents, employers and adults with autism, and for anyone interested in the present and future of people with autism in the workplace who will benefit from the positive message that employing autistic people is not an act of charity but one that makes sound economic sense.

The Hidden Curriculum of Getting and Keeping a Job

Neurodiversity in the workplace can be a gift. Yet only 15% of adults with an autism spectrum condition (ASC) are in full-time employment. This book examines how the working environment can embrace autistic people in a positive way. The author

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highlights common challenges in the workplace for people with ASC, such as discrimination and lack of communication or the right kind of support from managers and colleagues, and provides strategies for changing them. Setting out practical, reasonable adjustments such as a quiet room or avoiding disruption to work schedules, this book demonstrates how day to day changes in the workplace can make it more inclusive and productive for all employees. Autism in the Workplace is intended for any person with an interest in changing working culture to ensure equality for autistic people. It is an essential resource for employers, managers, trade unionists, people with ASCs and their workmates and supporters.

What I (Don't) Know about Autism

Few time periods in the past five decades match the intensity of intergroup conflict that people around the world are currently experiencing. Polarized attitudes around various sociopolitical issues, such as gender equality and immigration, have dominated the media and our lives. Furthermore, these powerful social dynamics have also impacted the places where we work and intensified existing strains on workers and workplaces. To address these issues and improve organizational climates, more theories, research and collaborations to understand these phenomena are needed. The volumes in this series will describe and instigate scholarship that advances our understanding of diversity in organizations. This volume features renowned scholars who are unabashedly pushing the field by raising the questions that need to be asked,

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by working on topics that have received far too little research attention, and by holding researchers, practitioners, managers, organizations, and readers to task for doing what needs to be done to maximize social justice and egalitarian behaviors in the workplace. The chapters provoke the status quo in society and in scholarship, and in so doing, push our understanding of diversity in organizations.

An Employer's Guide to Managing Professionals on the Autism Spectrum

This open access book marks the first historical overview of the autism rights branch of the neurodiversity movement, describing the activities and rationales of key leaders in their own words since it organized into a unique community in 1992. Sandwiched by editorial chapters that include critical analysis, the book contains 19 chapters by 21 authors about the forming of the autistic community and neurodiversity movement, progress in their influence on the broader autism community and field, and their possible threshold of the advocacy establishment. The actions covered are legendary in the autistic community, including manifestos such as “Don't Mourn for Us”, mailing lists, websites or webpages, conferences, issue campaigns, academic project and journal, a book, and advisory roles. These actions have shifted the landscape toward viewing autism in social terms of human rights and identity to accept, rather than as a medical collection of deficits and symptoms to cure.

Read Book Autism Equality In The Workplace Removing Barriers And Challenging Discrimination **Rights Gone Wrong**

Poet, author and activist Janine Booth was part of the ranting poetry movement in the eighties, performing as 'The Big J'. In late 2016, she discovered a strange indentation in her right breast and was subsequently diagnosed with breast cancer. In this collection of candid and enthralling journal extracts, poetry, meticulous research and substantive politics, Janine details her journey from detection and diagnosis, through surgery, to 'getting over it'. "This book is a must for all health care workers - doctors, nurses, students, caterers, cleaners, porters - the team needed by patients facing The Big C." - Dr Coral Jones, GP & Chair Hackney South and Shoreditch Labour Party "I picked up this book expecting to be educated, entertained and amused. I put it down having ticked all of those boxes. The NHS is quite literally the best thing there is in the entire world. We must never stop fighting for it." - Kate Smurthwaite, comedian & activist "A veritable paean to our (still free) National Health Service. Together with the added bonus of some fascinating political background and an insider's guide to terms. With poetry!" - Rhoda Dakar, songwriter, musician & activist "Open, honest, entertaining, informative, but most of all a bloody good read! This book has a real twist of knowledge, with Janine's personal story and some very interesting facts. I really enjoyed this, and I'm sure everyone who reads it will get something from it." - Michelle Rodgers, RMT National President "I share many things with Janine - a long term friendship, politics, poetry and, yes, a cancer diagnosis. Her words encourage

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and motivate, and her optimism and energy in the face of adversity is an inspiration. Buy this!" – Attila the Stockbroker, poet & musician "Janine's openness, humour and honesty, combined with her poetic sensibility, leads us by the hand through her experience with cancer. Although her manner is often matter of fact, the effect at times is to leave us breathless on her behalf and on behalf of all women facing such a challenge." – Henry Normal, poet, writer & producer Janine Booth is a Marxist, trade unionist, Labour Party member, socialist-feminist, supporter of Workers' Liberty, autistic, bi, author, poet, disaffected middle-aged woman and Peterborough United fan. She works on London Underground and is active in the RMT trade union, having previously represented its London Transport members on the union's National Executive. Janine is Chair of the union's Disabled Members' Advisory Committee and a member of the TUC Disabled Workers' Committee. She writes and delivers trade union training, particularly on equalities issues, and speaks widely on socialist politics, history, disabled people's rights, autism and neurodiversity.

Biology at Work

Up to 85% of the Asperger's population are without full-time employment, though many have above-average intelligence. Rudy Simone, an adult with Asperger's Syndrome and an accomplished author, consultant, and musician, created this insightful resource to help employers, educators, and therapists accommodate this growing population, and to help people with Asperger's find and keep gainful

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employment. Rudy's candid advice is based on her personal experiences and the experiences of over fifty adults with Asperger's from all over the world, in addition to their employers and numerous experts in the field. Detailed lists provide balanced guidelines for success, while Rudy's "Interview Tips" and "Personal Job Map" tools will help Aspergians, young or old, find their employment niche. There is more to a job than what the tasks are: from social blunders, to sensory issues, to bullying by coworkers, Simone presents solutions to difficult challenges. Readers will be enriched, enlightened, and ready to work--together!

Autistic Community and the Neurodiversity Movement

This book explores the career experiences of Generation A, the half-million individuals with autism spectrum disorder (ASD) who will reach adulthood in the next decade. With Generation A eligible to enter the workforce in unprecedented numbers, research is needed to help individuals, organizations, and educational institutions to work together to create successful work experiences and career outcomes for individuals with ASD. Issues surrounding ASD in the workplace are discussed from individual, organizational, and societal perspectives. This book also examines the stigma of autism and how it may affect the employment and career experiences of individuals with ASD. This timely book provides researchers, practitioners, and employers with empirical data that examines the work and career experiences of individuals with ASD. It offers a

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framework for organizations committed to hiring individuals with ASD and enhancing their work experiences and career outcomes now and in the future.

Autism in the Workplace

Information technology (IT) has great potential to be an effective and empowering means of communication for people with communication difficulties. Getting IT explores how IT can help such people increase their independence, communicate in more direct ways and express themselves as part of society. Authors Dinah Murray and Ann Aspinall examine common problems faced by people with learning and communication difficulties - being judged on appearances, encountering impatience from communication partners, problems identifying and understanding key information and difficulties communicating decisions. They show how IT can help solve these problems: for example internet search tools for accessing information at home, typing and email as socially neutral, universally acceptable modes of expression, anonymous, non-judgmental internet chatrooms and discussion forums. Three central case studies illustrate how IT improved the lives of Kumar who is on the autism spectrum, Marie who has dementia and Irene who is almost completely nonverbal. The book also provides practical guidance on how to use common IT programs including Powerpoint and gives an overview of the technology available for people with specific difficulties. Useful resources and organisations are supplied at the end

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of the book. Getting IT shows the power of IT to help people with communication difficulties satisfy the universal human need to communicate. This book will inspire carers, teachers, psychologists, parents and other professionals to use IT with people with communication difficulties, and will expand the skills and knowledge of those who already do.

Pushing our Understanding of Diversity in Organizations

Differentiated instruction is a nice idea, but what happens when it comes to assessing and grading students? What's both fair and leads to real student learning? Fair Isn't Always Equal answers that question and much more. Rick Wormeli offers the latest research and common sense thinking that teachers and administrators seek when it comes to assessment and grading in differentiated classes. Filled with real examples and “gray” areas that middle and high school educators will easily recognize, Rick tackles important and sometimes controversial assessment and grading issues constructively. The book covers high-level concepts, ranging from “rationale for differentiating assessment and grading” to “understanding mastery” as well as the nitty-gritty details of grading and assessment, such as: whether to incorporate effort, attendance, and behavior into academic grades; whether to grade homework; setting up grade books and report cards to reflect differentiated practices; principles of successful assessment; how to create useful and fair test questions, including how to grade such prompts

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efficiently; whether to allow students to re-do assessments for full credit. This thorough and practical guide also includes a special section for teacher leaders that explores ways to support colleagues as they move toward successful assessment and grading practices for differentiated classrooms.

The Everyday Advocate

This book offers an accessibly written introduction to autism that make it an indispensable resource for anyone whose life has been affected—directly or indirectly—by this condition.

- Approaches the subject in a holistic manner, covering often-overlooked areas such as societal perceptions and impacts on family and friends
- Provides quick answers to the questions that readers are most likely to have in an Essential Questions section that also serves as a springboard for understanding the content of the book in greater depth
- Provides relatable, real-world examples of concepts discussed in Case Illustrations
- Points readers toward useful books, organizations, and websites in an annotated Directory of Resources guiding further study and research

Autism Works

Based on Francesca Happé's best-selling textbook, *Autism: An Introduction to Psychological Theory*, this completely new edition provides a concise overview of contemporary psychological theories about autism. Fletcher-Watson and Happé explore the relationship

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between theories of autism at psychological (cognitive), biological and behavioural levels, and consider their clinical and educational impact. The authors summarise what is known about the biology and behavioural features of autism, and provide concise but comprehensive accounts of all influential psychological models including 'Theory of Mind' (ToM) models, early social development models and alternative information processing models such as 'weak central coherence' theory. The book also discusses more recent attempts to understand autism, including the 'Double Empathy Problem' and Bayesian theories. In each case, the authors describe the theory, review the evidence and provide critical analysis of its value and impact. Recognising the multiplicity of theoretical views, and rapidly changing nature of autism research, each chapter considers current debates and major questions that remain for the future. Importantly, the book includes the voices of autistic people, including parents and practitioners, who were asked to provide commentaries on each chapter, helping to contextualise theory and research evidence with accounts of real-life experience. The book embraces neurodiversity whilst recognising the real needs of autistic people and their families. Thus *Autism: A New Introduction to Psychological Theory and Current Debate* provides the reader with a critical overview of psychological theory but also embeds this within community perspectives, making it a relevant and progressive contribution to understanding autism, and essential reading for students and practitioners across educational, clinical and social settings.

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Fair Isn't Always Equal

Royal assent, 8th November 1995

Autism, Discrimination and the Law

A sometimes comic, sometimes heartbreaking journey into the world of autism. Sandra is looking for love. Gordon is seeking acceptance. Simon just wants these parents to stop talking for two minutes so he can get on with teaching their kids. And Casper? Casper is not here. Jody O'Neill's play What I (Don't) Know About Autism mixes narrative, song, dance and direct address to explore this contentious and often misunderstood subject matter. What I (Don't) Know About Autism was co-produced by Jody O'Neill and the Abbey Theatre, Dublin, in association with The Everyman, Cork, and Mermaid County Wicklow Arts Centre, Bray. It was first performed, with all relaxed performances and a cast of autistic and non-autistic actors, on the Abbey's Peacock Stage, in February 2020, before touring.

Industry and Higher Education

From microaggressions to the wage gap, The Memo empowers women of color with actionable advice on challenges and offers a clear path to success. Most business books provide a one-size-fits-all approach to career advice that overlooks the unique barriers that women of color face. In The Memo, Minda Harts offers a much-needed career guide tailored specifically for women of color. Drawing on knowledge gained from

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her past career as a fundraising consultant to top colleges across the country, Harts now brings her powerhouse entrepreneurial experience as CEO of The Memo to the page. With wit and candor, she acknowledges "ugly truths" that keep women of color from having a seat at the table in corporate America. Providing straight talk on how to navigate networking, office politics, and money, while showing how to make real change to the system, The Memo offers support and long-overdue advice on how women of color can succeed in their careers.

The Americans with Disabilities Act

Estimates suggest that up to 20% of employees, customers and clients might have a neurodivergent condition - such as dyslexia, autism, Asperger's, ADHD or dyspraxia - yet these individuals often struggle to gain and maintain employment, despite being very capable. This practical, authoritative business guide will help managers and employers support neurodiverse staff, and gives advice on how to ensure workplaces are neuro-friendly. The book demonstrates that neurodiversity is a natural aspect of human variation to be expected and accepted, rather than a deficit to be accommodated. Employer responsibilities are highlighted, including the 2010 Equality Act, and a range of strategies and policies are provided, including recruitment advice and the benefits of neurodiverse employees, along with advice on physical environments, interaction and communication, and working with clients and customers. This book is an ideal resource for all

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employers wanting to support and empower people with specific needs to help create a more inclusive workplace, benefiting both neurodiverse individuals and the companies employing them.

The Big J vs The Big C

Does biology help explain why women, on average, earn less money than men? Is there any evolutionary basis for the scarcity of female CEOs in Fortune 500 companies? According to Kingsley Browne, the answer may be yes. *Biology at Work* brings an evolutionary perspective to bear on issues of women in the workplace: the "glass ceiling," the "gender gap" in pay, sexual harassment, and occupational segregation. While acknowledging the role of discrimination and sexist socialization, Browne suggests that until we factor real biological differences between men and women into the equation, the explanation remains incomplete. Browne looks at behavioral differences between men and women as products of different evolutionary pressures facing them throughout human history. Women's biological investment in their offspring has led them to be on average more nurturing and risk averse, and to value relationships over competition. Men have been biologically rewarded, over human history, for displays of strength and skill, risk taking, and status acquisition. These behavioral differences have numerous workplace consequences. Not surprisingly, sex differences in the drive for status lead to sex differences in the achievement of status. Browne argues that decision makers should recognize

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that policies based on the assumption of a single androgynous human nature are unlikely to be successful. Simply removing barriers to inequality will not achieve equality, as women and men typically value different things in the workplace and will make different workplace choices based on their different preferences. Rather than simply putting forward the "nature" side of the debate, Browne suggests that dichotomies such as nature/nurture have impeded our understanding of the origins of human behavior. Through evolutionary biology we can understand not only how natural selection has created predispositions toward certain types of behavior but also how the social environment interacts with these predispositions to produce observed behavioral patterns.

Employment Statutory Code of Practice

Challenging existing approaches to autism that limit, and sometimes damage, the individuals who attract and receive the label, this book questions the lazy prejudices and assumptions that can surround autism as a diagnosis in the 21st Century. Arguing that autism can only be understood through examining 'it' as a socially or culturally produced phenomenon, the authors offer a critique of the medical model that has produced a perpetually marginalising approach to autism, and explain the contradictions and difficulties inherent in existing attitudes. They examine and dispute the scientific validity of diagnosis and 'treatment', asking whether autism actually exists at the biological level, and question the value of

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diagnosis in the lives of those labelled with autism. The book recognises that there are no easy answers but encourages engagement with these essential questions, and looks towards service provision and practice that moves beyond a reliance on all-encompassing labels. This unique contribution to the growing field of critical autism studies brings together authors from clinical psychiatry, clinical and community psychology, social sciences, disability studies, education and cultural studies, as well as those with personal experiences of autism. It is essential and challenging reading for anyone with a personal, professional or academic interest in 'autism'.

Managing Diversity and Inclusion

Fundamental rights for all people with disabilities, education and employment are key for the inclusion of people with autism. They play as facilitators for the social inclusion of persons with autism and as multipliers for their enjoyment of other fundamental rights. After outlining the international and European dimensions of the legal protection of the rights to education and employment of people with autism, the book provides an in-depth analysis of domestic legislative, judicial and administrative practice of the EU Member States in these fields. Each chapter identifies the good practices on inclusive education and employment of people with autism consistent with principles and obligations enshrined in the UN Convention on the Rights of Persons with Disabilities (Articles 24 and 27). The book contains the scientific

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results of the European Project “Promoting equal rights of people with autism in the field of employment and education” aimed at supporting the implementation of the UN Convention in the fields of inclusive education and employment.

Disability Discrimination Act 1995

Helping to create inclusive work environments for non-binary people, this book builds knowledge of non-binary identities and provides practical solutions to many of the basic workplace problems this group face. Working with and including non-binary people in the workplace is beneficial for both employer and employee, as it attracts and retains younger and non-binary workers by helping promote an inclusive brand, as well as satisfying equality obligations. Based on novel research of non-binary inclusion within businesses, it provides a basic overview of non-binary people, a business case for inclusion, a brief description of how non-binary people fit into current equality laws and likely future developments in the area. An ideal introduction for companies wishing to embrace all genders in the workplace.

The Neurodiverse Workplace

The hidden curriculum, those unspoken rules that most of us pick up almost unconsciously, are challenging for individuals with autism and similar social-cognitive disorders. This book offers easy, simple to follow suggestions for how to avoid the social minefields in getting and keeping a

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Asperger's on the Job

Autism, Discrimination and the Law outlines how the legal requirements of the Disability Discrimination Act 1995 might be met for students and employees with autism spectrum disorders (ASDs). * What might discrimination against people with autism look like? * What can you do to prevent discrimination against people with autism? * What should you do if you have been discriminated against? The book includes an overview of current knowledge of autism, and details of the changes in legislation concerning disability discrimination. The main part of the book is devoted to case studies from further education and employment demonstrating how reasonable adjustments can be made successfully. This accessible book will be an essential reference for employers, policy makers, Local Education Authorities, Learning and Skills Councils, Training providers, schools and colleges, personnel officers, careers officers, charities, residential homes, parents, indeed anyone working with people with autistic spectrum disorders.

Protecting the Rights of People with Autism in the Fields of Education and Employment

A New York Times Notable Book for 2011 Since the 1960s, ideas developed during the civil rights movement have been astonishingly successful in

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fighting overt discrimination and prejudice. But how successful are they at combating the whole spectrum of social injustice-including conditions that aren't directly caused by bigotry? How do they stand up to segregation, for instance-a legacy of racism, but not the direct result of ongoing discrimination? It's tempting to believe that civil rights litigation can combat these social ills as efficiently as it has fought blatant discrimination. In *Rights Gone Wrong*, Richard Thompson Ford, author of the New York Times Notable Book *The Race Card*, argues that this is seldom the case. Civil rights do too much and not enough: opportunists use them to get a competitive edge in schools and job markets, while special-interest groups use them to demand special privileges. Extremists on both the left and the right have hijacked civil rights for personal advantage. Worst of all, their theatrics have drawn attention away from more serious social injustices. Ford, a professor of law at Stanford University, shows us the many ways in which civil rights can go terribly wrong. He examines newsworthy lawsuits with shrewdness and humor, proving that the distinction between civil rights and personal entitlements is often anything but clear. Finally, he reveals how many of today's social injustices actually can't be remedied by civil rights law, and demands more creative and nuanced solutions. In order to live up to the legacy of the civil rights movement, we must renew our commitment to civil rights, and move beyond them.

What You Need to Know about Autism

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Estimates suggest that up to 20% of employees, customers and clients might have a neurodivergent condition - such as dyslexia, autism, Asperger's, ADHD or dyspraxia - yet these individuals often struggle to gain and maintain employment, despite being very capable. This practical, authoritative business guide will help managers and employers support neurodiverse staff, and gives advice on how to ensure workplaces are neuro-friendly. The book demonstrates that neurodiversity is a natural aspect of human variation to be expected and accepted, rather than a deficit to be accommodated. Employer responsibilities are highlighted, including the 2010 Equality Act, and a range of strategies and policies are provided, including recruitment advice and the benefits of neurodiverse employees, along with advice on physical environments, interaction and communication, and working with clients and customers. This book is an ideal resource for all employers wanting to support and empower people with specific needs to help create a more inclusive workplace, benefiting both neurodiverse individuals and the companies employing them.

Autism and Asperger Syndrome

"THE guide for getting the best life possible for your child invaluable." -Dr. Phil McGraw As an individual rights attorney and parent of an autistic child herself, Areva Martin shares clear, step-by-step instructions on how parents can assert themselves-with doctors, teachers, school officials, neighbors, or even family members-and get the best results for their child.

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Practical and inspiring, with personal stories from other parents of autistic children, *The Everyday Advocate* offers real-world actions that work and teaches parents the skills to become better advocates for their children.

The Neurodiverse Workplace

Employment is an important part of a healthy, balanced and fulfilling life but less than 20 per cent of people with Asperger Syndrome (AS) are in work at any one time. The adults with AS in this book explore the issues surrounding employment, providing advice and insights for others with AS, as well as their employers and colleagues.

Coming Out Asperger

This volume discusses the Americans with Disabilities Act (ADA) and the rights it guarantees to those with disabilities including employment, transportation, public accommodations, government services, telecommunications, and access to public marketplaces. Also covers legislative provisions which are not part of the ADA. The Legal Almanac series serves to educate the general public on a variety of legal issues pertinent to everyday life and to keep readers informed of their rights and remedies under the law. Each volume in the series presents an explanation of a specific legal issue in simple, clearly written text, making the Almanac a concise and perfect desktop reference tool. All volumes provide state-by-state coverage. Selected state statutes are

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included, as are important case law and legislation, charts and tables for comparison.

Getting IT

On cover and title page: Equality Act 2010 code of practice

Autism

This Act contains 20 clauses and two schedules with provisions to amend the Disability Discrimination Act 1995 (DDA), building on amendments already made to that Act by other legislation. The provisions extend generally to Britain and are grouped under headings relating to public authorities, transport, and other matters. Provisions include the creation of a new duty on public bodies to have due regard to the need to eliminate unlawful discrimination and harassment of disabled people.

Autistic Community and the Neurodiversity Movement

Employees with an Autism Spectrum Disorder (ASD) may be hugely beneficial to a workforce, but it can be difficult for individuals with no formal training to manage these employees successfully. This definitive guide will help managers and colleagues successfully interact with and support these professionals on the autism spectrum so as to ensure mutual success. Integrate Autism Employment Advisors use their experience advising employers on how to successfully

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employ professionals on the autism spectrum to identify the everyday challenges faced by employees with ASD in the workplace and sets out reasonable, practical solutions for their managers and colleagues. Barriers to productivity are highlighted, such as the sensory environment, miscommunication, and inadequate training of colleagues. Easy-to-implement strategies to adapt the working environment are provided, such as agreeing on non-verbal cues to signal ending a conversation or establishing parameters for appropriate email length. This book is an essential resource for anyone who works with professionals on the autism spectrum. It will allow them to engage with and support their colleagues on the autism spectrum in a respectful way and help them achieve a greater level of working success.

Autism

The challenges to humanity posed by the digital future, the first detailed examination of the unprecedented form of power called "surveillance capitalism," and the quest by powerful corporations to predict and control our behavior. In this masterwork of original thinking and research, Shoshana Zuboff provides startling insights into the phenomenon that she has named surveillance capitalism. The stakes could not be higher: a global architecture of behavior modification threatens human nature in the twenty-first century just as industrial capitalism disfigured the natural world in the twentieth. Zuboff vividly brings to life the consequences as surveillance capitalism advances from Silicon Valley into every

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economic sector. Vast wealth and power are accumulated in ominous new "behavioral futures markets," where predictions about our behavior are bought and sold, and the production of goods and services is subordinated to a new "means of behavioral modification." The threat has shifted from a totalitarian Big Brother state to a ubiquitous digital architecture: a "Big Other" operating in the interests of surveillance capital. Here is the crucible of an unprecedented form of power marked by extreme concentrations of knowledge and free from democratic oversight. Zuboff's comprehensive and moving analysis lays bare the threats to twenty-first century society: a controlled "hive" of total connection that seduces with promises of total certainty for maximum profit--at the expense of democracy, freedom, and our human future. With little resistance from law or society, surveillance capitalism is on the verge of dominating the social order and shaping the digital future--if we let it.

Autism Equality in the Workplace

The workplace can be a difficult environment for people with Asperger's Syndrome (AS) and this often impedes their ability to make use of particular skills and sustain meaningful and fulfilling employment. This is the definitive guide to surviving and thriving in the workplace for people with AS. It includes everything from realistic strategies for meeting employer expectations, to how to get along with your colleagues and work as part of a team, multitask and manage projects, and handle anxiety and effectively

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resolve problems. Common employment challenges are illustrated through examples from the author's extensive experience coaching individuals with AS at all job levels, from entry-level to manager and professional positions. The pragmatic recommendations in the book will benefit anyone with AS who is entering the workforce, as well as those who struggle to maintain employment, or who want to improve their performance and advance their careers.

Business for Aspies

This book opens with a discussion of neurodiversity and an elaboration of the diagnosis of autism. It then examines factors correlating with autism, including sex bias, month of birth, migration and impact of infant feeding. The next section is on the impact of autism. The neurobiology and genetic section deals with epigenetics and intracellular pathways associated with etiology. The development and behaviour section deals with proprioceptive profiles and joint attention in autism. The final section focuses on interventions including mindfulness, animal assisted activity, social/cultural perspective on autism intervention and physical activity. The book is relevant to all professionals and researchers working with persons with autism, including psychiatrists/psychologists, speech and language therapists, occupational therapists, teachers, nurses and care workers.

Gender Diversity and Non-Binary Inclusion in the Workplace

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ADHD. dyslexia. autism. the number of illness categories listed by the American Psychiatric Association has tripled in the last fifty years. With so many people affected, it is time to revisit our perceptions on this “culture of disabilities.”

Bestselling author, psychologist, and educator Thomas Armstrong illuminates a new understanding of neuropsychological disorders. He argues that if they are a part of the natural diversity of the human brain, they cannot simply be defined as illnesses. Armstrong explores the evolutionary advantages, special skills, and other positive dimensions of these conditions. A manifesto as well as a keenly intelligent look at “disability,” *The Power of Neurodiversity* is a must for parents, teachers, and anyone who is “differently brained.”

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