



Neuro-Affirming Policies and Practices

Below are a few examples of neuro-affirmative practices that can benefit everyone on your team and help create more psychological safety.

SCHEDULING	COMMUNICATION
<ul style="list-style-type: none">• Offer options for shorter shifts or quiet, off-peak times.• Accommodate preferences for repetitive or structured tasks.	<ul style="list-style-type: none">• Provide instructions in multiple formats (written, verbal, visual).• Use plain, clear language and avoid jargon and acronyms.
ALLOW PROCESSING TIME	INCLUSIVE MEETINGS
<ul style="list-style-type: none">• Share procedure updates well in advance, allowing time for adjustment.• Avoid last-minute changes (unless unavoidable) and offer immediate support.	<ul style="list-style-type: none">• Share agendas and materials in advance to give time for processing.• Offer the option to attend virtually or provide meeting notes afterward.
SENSORY FRIENDLY ENVIRONMENT	WORK FLOWS
<ul style="list-style-type: none">• Encourage fragrance-free environments.• Use non-fluorescent lighting or provide anti-glare screens.	<ul style="list-style-type: none">• Offer step-by-step guides and additional time for new employees to adjust.• Allow staff to step away if the noise or energy becomes overwhelming.

