Online Course Package
A Six-Part Training Curriculum for Inclusive Workplaces

Community Need

Autistic individuals bring valuable perspectives, skills, and creativity to the workplace. Yet traditional work environments often overlook the importance of inclusive communication, sensory considerations, emotional regulation, and social belonging. Many organizations also lack foundational knowledge about Autism, especially as it presents in adulthood, or don't fully understand how executive functioning and information processing shape workplace experiences. This curriculum addresses the urgent need for practical, Autism-informed strategies that support recruitment, retention, and success of Autistic employees across industries.

Curriculum Description

The *Becoming an Autism-Informed Organization* series is a six-module training program designed for HR leaders, managers, supervisors, and organizational teams. Each course builds on the last, offering a comprehensive overview of Autism and practical tools for workplace inclusion. The curriculum covers foundational Autism awareness, executive function, communication strategies, sensory needs, emotional regulation, and social inclusion. Grounded in neurodiversity-affirming practices and disability justice principles, this program empowers organizations to create environments where Autistic employees can thrive—while enhancing team dynamics, productivity, and equity across the board.

By purchasing the Six-Part Training Curriculum for Inclusive Workplaces, participants will gain access to:

- Understanding Autism and the Workplace
- Supporting Information Processing and Executive Function
- Workplace Communication Strategies
- Sensory Considerations and Practices
- Navigating Emotional Regulation
- Embracing Social Inclusion and Belonging

Registration Details

This is an online, self-paced course available through the Autism Society Training & Resource Center. Participants can work through the content at their own convenience. A certificate of completion will be available to those completing the course.

Cost: $200
Length of Training: 6 Hours
Length of Access: 6 Months

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Autism Society

Becoming an Autism Informed Organization
Understanding Autism and the Workplace

Community Need

Autistic individuals face unique challenges in the workplace, often due to a lack of understanding and awareness about Autism. This can lead to misunderstandings, unmet accommodation needs, and missed opportunities for both the individual and the organization where they work. By equipping employees and employers with knowledge about Autism and neurodiversity, this course helps bridge the gap between the lived experiences of Autistic individuals and a workplace's culture, policies, and expectations.

Course Description

Becoming an Autism-Informed Organization: Understanding Autism and the Workplace is an introductory course designed to equip individuals and organizations with the essential knowledge and tools to create inclusive and supportive work environments for Autistic individuals. This course covers foundational concepts of Autism, exploring common characteristics, neurodiversity, and the unique challenges faced by Autistic individuals in the workplace. Participants will learn about the Autistic brain, the importance of accommodations, and the role of disclosure, all with the goal of fostering acceptance, understanding, and positive change in the employment landscape.

Learning Objectives

- **Define Autism and Neurodiversity**
  Participants will understand Autism and neurodiversity, recognizing the variety of human experiences and neurological differences.
- **Understand Autistic Neurology**
  Participants will explore how the Autistic brain works and the impact of these neurological differences in the workplace.
- **Identify Workplace Accommodations**
  Participants will learn about accommodations to support Autistic employees.
- **Promote Informed Practices**
  Participants will gain practical strategies to foster inclusive workplaces.
- **Promote Acceptance**
  Participants will develop the knowledge to positively influence workplace culture and support Autistic individuals.

Registration Details

This is an online, self-paced course available through the Autism Society Training & Resource Center. Participants can work through the content at their own convenience. A certificate of completion will be available to those completing the course.

Cost: $100
Prerequisites: None
Length of Training: 1 Hour
Length of Access: 6 Months

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Becoming an Autism Informed Organization
Supporting Information Processing and Executive Function

Community Need

In today's diverse workplaces, understanding cognitive diversity is essential for maximizing potential. Autistic individuals often face challenges in information processing and executive functioning, which, if unsupported, can lead to misunderstandings, reduced productivity, and stress. Many workplaces are built around neurotypical norms, unintentionally marginalizing those with different cognitive styles. By educating organizations and offering practical strategies, this course helps create environments where all employees, regardless of cognitive style, can thrive—enhancing well-being, job satisfaction, and organizational productivity.

Learning Objectives

- **Understanding Autistic Information Processing**
  Learn how Autistic individuals process information differently.

- **Recognize Autistic Thinking Styles**
  Explore how these styles affect work experiences and learn support strategies.

- **Understand Executive Functioning**
  Understand how cognitive processing that are important for managing oneself and one's resources to achieve goals.

- **Apply Informed Practices**
  Apply strategies to create an inclusive workplace that supports diverse cognitive styles.

Course Description

Becoming an Autism-Informed Organization: Supporting Information Processing and Executive Function is a comprehensive course designed to enhance understanding of the unique cognitive styles that influence how Autistic individuals process information and manage tasks in the workplace.

Participants will explore Autistic thinking styles and gain strategies to create more inclusive work environments. It equips organizations to accommodate diverse cognitive styles, ultimately fostering a more supportive and effective workplace.
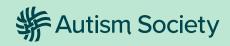
Registration Details

This is an online, self-paced course available through the Autism Society Training & Resource Center. Participants can work through the content at their own convenience. A certificate of completion will be available to those completing the course.

Prerequisites:
Understanding Autism & the Workplace

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Cost: $75

Length of Training: 1 Hour

Length of Access: 6 Months

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Becoming an Autism Informed Organization
Workplace Communication Strategies

Community Need

Effective communication is at the heart of a supportive and inclusive workplace. Yet for many Autistic employees, traditional communication expectations can create barriers to success. Workplaces need tools and strategies to understand and support diverse communication styles—spoken, written, visual, and non-verbal. This training addresses the urgent need to create autism-informed environments where all employees can thrive through better communication.

Course Description

Becoming an Autism-Informed Organization: Workplace Communication Strategies is a comprehensive training designed to help employers, managers, and coworkers better understand communication diversity in the workplace. Through five detailed chapters, participants explore communication theory, common communication challenges for Autistic individuals, strategies for inclusive communication, and tools like AAC, visual supports, and digital accessibility. This course provides practical, real-world approaches to enhancing communication across all workplace levels.

Learning Objectives

- **Recognize Communication Styles**
  Learn how different communication styles influence workplace interactions.
- **Understand Communication Differences**
  Explore receptive and expressive communication in Autistic individuals.
- **Recognize Barriers in Communication**
  Identify common challenges in written and digital communication.
- **Explore AAC Tools and Supports**
  Gain an understanding of Augmentative and Alternative Communication (AAC).
- **Create Inclusive Communication Environments**
  Apply strategies to build calm, structured, and accessible communication settings.
- **Support Individual Communication Needs**
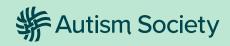 Learn how to give constructive feedback and personalized support to Autistic team members.

Registration Details

This is an online, self-paced course available through the Autism Society Training & Resource Center. Participants can work through the content at their own convenience. A certificate of completion will be available to those completing the course.

Cost: $50
Prerequisites: None
Length of Training: 1 Hour
Length of Access: 6 Months

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Becoming an Autism Informed Organization
Sensory Considerations and Practices

Community Need

Many workplaces are designed without sensory inclusion in mind—yet sensory experiences deeply impact how people focus, communicate, and feel at work. Autistic individuals and others with sensory sensitivities often face avoidable barriers that affect well-being and performance. This course addresses a growing call for sensory-inclusive practices as part of broader diversity, equity, and inclusion (DEI) efforts. Sensory inclusion is more than a set of accommodations—it's a key to belonging.

Course Description

Becoming an Autism-Informed Organization: Sensory Considerations and Practices is the fourth course in our series, equipping organizations with the knowledge and tools to support sensory diversity. Participants will learn the foundations of sensory processing, explore how sensory differences impact work environments, and discover practical strategies to create more inclusive spaces—whether in-person or remote. This training offers actionable insights that strengthen workplace culture, policy, and employee well-being.

Learning Objectives

- **Understand Sensory Processing**
  Learn how sensory processing affects Autistic individuals in the workplace.
- **Identify Sensory Challenges**
  Learn to recognize common sensory experiences Autistic individuals may face.
- **Implement Sensory Accommodations**
  Apply effective strategies to support diverse sensory needs at work.
- **Extend Sensory Inclusion Remotely**
  Adapt sensory-inclusive practices for hybrid and remote environments.
- **Align Sensory Inclusion with DEI**
  Integrate sensory considerations into organizational diversity, equity, and inclusion efforts.
- **Evaluate Sensory-Inclusive Practices**
  Measure and track the effectiveness of sensory supports and policies in the workplace.
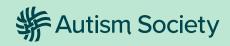
Registration Details

This is an online, self-paced course available through the Autism Society Training & Resource Center. Participants can work through the content at their own convenience. A certificate of completion will be available to those completing the course.

Cost: $50
Prerequisites: None
Length of Training: 1 Hour
Length of Access: 6 Months

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Becoming an Autism Informed Organization
Navigating Emotional Regulation

Community Need

Emotional regulation is a key component of workplace success, yet traditional work environments often lack the awareness and tools to support Autistic individuals' emotional experiences. Misunderstandings around emotional expression, regulation challenges, and sensory-related responses can lead to stigma, isolation, and burnout. By increasing understanding of emotional regulation and dysregulation, organizations can foster empathy, reduce bias, and build truly inclusive and productive workplaces.

Course Description

Becoming an Autism-Informed Organization: Navigating Emotional Regulation is a practical, insight-driven course that explores the emotional experiences of Autistic individuals at work. Through visual models, real-world examples, and reflective prompts, this training breaks down the complexity of emotional regulation, the impact of alexithymia, and the role of stress, sensory input, and executive function. Participants will gain the tools to recognize emotional signals, respond with empathy, and implement strategies that support self-regulation for all employees.

Learning Objectives

- **Understand Emotional Regulation**
  Define emotional regulation and explore its diverse forms of expression.
- **Identifying Dysregulation**
  Learn to identify signs and types of emotional and sensory dysregulation.
- **Connection Between Stress and Behavior**
  Understand how stress and triggers influence responses and behavior.
- **Explore Alexithymia and Emotional Lag**
  Recognize how challenges in identifying and expressing emotions impacts experiences.
- **Supporting Emotional Regulation**
  Implement personalized tools and strategies to promote regulation.
- **Promote Emotional Awareness at Work**
  Normalize emotional awareness as a workplace-wide practice.
- **Foster Emotionally Inclusive Teams**
  Build team cultures that respond to emotional needs with empathy and understanding.
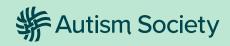
Registration Details

This is an online, self-paced course available through the Autism Society Training & Resource Center. Participants can work through the content at their own convenience. A certificate of completion will be available to those completing the course.

Cost: $50
Prerequisites: None
Length of Training: 1 Hour
Length of Access: 6 Months

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Becoming an Autism Informed Organization
Embracing Social Inclusion and Belonging

Community Need

Social inclusion is more than just being present—it's about being valued, connected, and empowered. Yet many Autistic employees face social barriers in the workplace, from unclear expectations to exclusion from team dynamics. Without intentional strategies to build belonging, workplaces miss out on the strengths of neurodiverse talent. This course addresses the critical need for organizations to foster inclusive social environments where all employees thrive.

Course Description

Becoming an Autism-Informed Organization: Embracing Social Inclusion and Belonging explores how to create workplace cultures that value connection, equity, and meaningful inclusion. Participants will learn how social norms, team dynamics, and emotional needs impact Autistic individuals—and how to support inclusion through structured collaboration, clear expectations, and inclusive practices. Through real-world case studies and actionable strategies, this course offers a roadmap for building connected, resilient teams.

Learning Objectives

- **Understand Social Inclusion**
  Define social inclusion and identify its role in shaping workplace culture.
- **Recognize Social Barriers**
  Identify common social barriers faced by Autistic individuals.
- **Clarify Workplace Norms**
  Create transparency around workplace expectations and social dynamics.
- **Promote Structured Collaboration**
  Learn strategies to support inclusive teamwork and peer connections.
- **Supporting Emotional Regulation**
  Address isolation and support emotional regulation through inclusive practices.
- **Sustain a Sense of Belonging**
  Foster lasting inclusion with feedback loops, recognition, and leadership opportunities.

Registration Details

This is an online, self-paced course available through the Autism Society Training & Resource Center. Participants can work through the content at their own convenience. A certificate of completion will be available to those completing the course.

Cost: $50
Prerequisites: None
Length of Training: 1 Hour
Length of Access: 6 Months

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