It is common for people on the autism spectrum to have hyper- and/or hypo-sensitivities to one or more senses.

**Quick tips for employers**

Sensory issues and their severity are specific to each individual. Prevention is key. Get to know your employee/colleague and discuss a plan to avoid and respond to sensory overload.

**Light**
- Tinted glasses or sunglasses can help reduce brightness levels.

**Movement**
- Having a standard working location where movement (e.g., of others or machinery) is out of sight or minimal can assist.

**Smell**
- Ask about odour sensitivities. Moving the workspace away from kitchens/bins, and asking others not to wear strong perfumes/body sprays can help.

**Noise**
- Give warning about potential loud noises where possible (e.g., a fire drill, building maintenance).
- Noise-cancelling headphones can help block external noises.

**Tactile**
- Allow uniform modifications such as different fabrics or additional lining, as texture of material, fit of clothing, and tags/labels may cause discomfort.

**Focus**
- Allow employees to retreat to a low sensory area for breaks. A dark quiet room with comfortable seating is optimal e.g., a bean bag or comfortable chair.
- Sensory stimulating objects, such as fidget toys, provide sensory input that can help the person focus.