

# Policy Recommendations

## TL;DR · QUICK SUMMARY

- Inclusive workplaces are built through systems as well as behaviours.
- Policies can remove barriers before employees need to ask for help.
- Clear, flexible and accessible processes benefit everyone.
- Inclusion works best when it is embedded into everyday workplace practices.

## A Note Before You Read On

This resource offers general guidance and reflects common experience, not professional, legal, medical or financial advice. It is not a substitute for employment law, HR policy, occupational health guidance, or individual professional assessment. Every person's experience of neurodivergence is different, so please adapt anything here to your own situation. The Uniquely Wired Network does not accept liability for decisions, actions or outcomes arising from the use of this material. If you need advice specific to your circumstances, please consult a qualified professional (e.g. HR, legal, medical, or financial advisor).

## Why This Matters

Many workplace barriers are created unintentionally by processes, policies and systems.

When organisations consider neurodiversity during policy design, employees often experience fewer barriers and require fewer individual interventions.

Inclusive policies create consistency, clarity and fairness.

## What This Might Look Like

Policies and processes that support inclusion may include:

- Flexible working options.
- Workplace adjustment procedures.

- Inclusive recruitment practices.
- Accessible communication standards.
- Wellbeing support pathways.
- Manager guidance resources.
- Mental fatigue from long meetings.

## What You Can Do

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### 1. Review Existing Policies

#### Ask:

- Are policies easy to understand?
- Are procedures flexible where appropriate?
- Could unnecessary barriers exist?
- Are support options clearly explained?

### 2. Build Accessibility Into Processes

#### Consider:

- Plain language documents.
- Flexible interview formats.
- Multiple communication channels.
- Clear adjustment request processes.
- Consistent manager guidance.

### 3. Create a Culture of Continuous Improvement

- Seek employee feedback.
- Review policies regularly.
- Learn from lived experience.
- Adapt when barriers are identified.

## Helpful Phrases You Can Borrow

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"We want our processes to work for as many people as possible."

"Feedback helps us identify barriers we may not see."

"Inclusion isn't a one-time project. It's an ongoing commitment."

## Quick Tips

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- Use clear and accessible language.
- Make adjustment processes easy to access.
- Design for flexibility where possible.
- Consult employees when reviewing policies.
- Avoid relying solely on individual workarounds.
- Review policies regularly.
- Focus on reducing barriers before they arise.

## Want to Know More?

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- See our companion guide: Reasonable Adjustments at Work
- See our companion guide: Communication Adaptations
- See our companion guide: Psychological Safety in Teams
- See our companion guide: Building Neurodivergent-Inclusive Cultures
- Speak with us for more tailored, guided support

**Before You Go**

The most inclusive workplaces don't wait for people to struggle before offering support.

They build accessibility, flexibility and understanding into the way they work from the start.

When policies are designed with people in mind, everyone benefits.