

According to an estimate by The National Autistic Society, 85% of autistic adults are unemployed (cited in Patton, 2019), and of those who are employed, many are underemployed (Patton, 2019). This is not for a lack of ability or desire to work, but more because hiring practices and workplace practices are designed with neurotypical employees in mind (Patton, 2019). In order to make workplaces accessible for everyone, it's important to consider the needs of those who have not been included.

This bibliography aims to look at how managers can help to create an accessible workplace for autistic workers. Some of the research focuses on what difficulties autistic people encounter in the workplace and some focus on solutions to these difficulties. Research was chosen which focuses on autistic adults without co-occurring intellectual disability. They were also chosen because the researchers had autistic participants. In order to have accessibility, it is imperative to consult those who are affected.

Hayward, S. M., McVilly, K. R., & Stokes, M. A. (2020). Sources and impact of occupational demands for autistic employees. *Research in Autism Spectrum Disorders*, 76, 101571. <https://doi.org/10.1016/j.rasd.2020.101571>

This article looks at social demands for autistic employees and non-autistic employees. The authors compared survey responses from both groups and determined how much impact social demands had on each group. They also asked about which practices help both groups of employees to deal with these social demands. They found that autistic employees were more impacted by social demands than non-autistic employees. The authors also found that positive relationships with managers and other superiors is an important factor in helping autistic employees to deal with these demands.

Parr, Alissa D, and Samuel T Hunter. "Enhancing Work Outcomes of Employees with Autism Spectrum Disorder through Leadership: Leadership for Employees with Autism Spectrum Disorder." *Autism* 18, no. 5 (July 1, 2014): 545–54. <https://doi.org/10.1177/1362361313483020>.

This study looked at different theories of leadership to determine which works best for autistic employees. They compared transformational leadership, the two-factor model of leadership, and authentic leadership. They hypothesized that authentic leadership would be the best for autistic employees, followed by the two-factor model and then transformational leadership. In order to test their theory, they surveyed autistic employees about their supervisor's leadership styles as well as about their own job satisfaction. The data was not enough to prove their hypothesis, but it did show a very small preference for authentic leadership. The authors theorized that a larger sample would help give a more conclusive answer. They also discussed how each theory has its strengths, and emphasized that there is no one way that will be most effective for all autistic employees, as each person has individual needs.

Patton, Eric. "Autism, Attributions and Accommodations: Overcoming Barriers and Integrating a Neurodiverse Workforce." *Personnel Review* 48, no. 4 (January 1, 2019): 915–34. <https://doi.org/10.1108/PR-04-2018-0116>.

This article offers a theory of how current business practices and theories of management can contribute to discrimination of autistic employees. Patton makes a series of propositions. First, that autistic people will have difficulty being hired for jobs. Second, is that transformational leadership or other affective leadership styles will not be effective for autistic employees. Third, that autistic employees may be seen as lacking emotional intelligence or as having difficult personalities. Fourth, that autistic workers may be seen as "uncivil". Finally, coworkers may see accommodations for autistic employees to be unfair. Patton backs these propositions with evidence from the literature, but also states that further research is needed. This article shows a clear picture of how autistic employees may encounter difficulties in jobs due to their disability. Patton also describes a series of potential ways to combat these difficulties.

Waisman-Nitzan, Michal, Eynat Gal, and Naomi Schreuer. "'It's like a Ramp for a Person in a Wheelchair': Workplace Accessibility for Employees with Autism." *Research in Developmental Disabilities* 114 (July 2021): 103959. <https://doi.org/10.1016/j.ridd.2021.103959>.

This study discusses reasonable accommodations for autistic employees. The authors interviewed autistic workers about their experiences in the workplace and which things were necessary to help them succeed. They created a list of accommodations separated into four categories: job performance, social environment, daily workplace routine, and physical and sensory environment. Not every autistic person will need all of these accommodations, and it is not an exhaustive list, but it gives a good idea of what sorts of accommodations are helpful for autistic employees. This helps to give an idea of what it might entail to have an accessible workplace.

Whelpley, Christopher E., George C. Banks, Jaime E. Bochantin, and Rosalyn Sandoval. "Tensions on the Spectrum: An Inductive Investigation of Employee and Manager Experiences of Autism." *Journal of Business and Psychology* 36, no. 2 (April 2021): 283–97. <https://doi.org/10.1007/s10869-019-09676-1>.

This study used a qualitative survey of autistic workers and of managers of autistic workers to determine what "tensions" exist in the workplace for autistic