

Stepping Outside the Box

Diversity in the Workplace

Lynne M. Knox, Esq.
Morgan A. Giosa
Florida DrupalCamp 2025

Your Presenters

- Lynne: Retired judge (CT Dept. of Labor); former social worker
- Morgan: Drupal site-builder and developer; musician; artist

What We Are Going to Cover

- **Debunking the Myths of Autism in the Workplace**
 - What is Autism: neurological condition (not a mental health diagnosis)
 - Statistics of how many autistic adults are in the workplace (or have been diagnosed)
 - What certain big employers are offering (Microsoft) – what needs to be offered
- **Potential challenges/strengths of individuals with autism in the workplace and in general**
- **Morgan's experience**
- **How does the Americans with Disabilities Act (ADA) impact the tech employer if it is considering employing or has employed an individual on the Autism Spectrum?**
 - Potential reasonable accommodations under the ADA
 - Reasonable accommodations from a practical point of view
- **Resources**
- **Q&A**

What is Autism?

Autism spectrum disorder (ASD) is a neurodevelopmental disorder that is characterized by persistent deficits in social communication and social interaction across multiple contexts, including deficits in social reciprocity, nonverbal communicative behaviors used for social interaction, and skills in developing, maintaining, and understanding relationships. For the diagnosis, the presence of restricted, repetitive patterns of behavior, interests, or activities is required.

What are the statistics?

- Approximately 1 in 36 children is diagnosed with an autism spectrum disorder (ASD).
- Boys are four times more likely to be diagnosed with autism than girls.
- Almost half (44%) of children identified with ASD have average to above average intellectual ability.
- Autism is the fastest-growing developmental disability. (CDC, 2008)
- Just 14% of adults with autism who use state developmental-disability services have a paying job in their community. (Drexel University's 2017 National Autism Indicators Report)
- Around 85 percent of adults with autism are unemployed or seriously underemployed.

What Companies are Proactively Hiring ASD Individuals

Microsoft's dedicated Autism Hiring Program

Google Cloud

JP Morgan Autism at Work program

Ernst and Young "Center of Excellence"

Walgreens "REDI"

SAP's Autism at Work program

The Challenges of ASD Individuals and Their Participation in the Tech Workforce

Challenges

- Sensory issues
- Communication style
- Work style
- Need for routine
- Social profile

The Strengths of ASD Individuals and Their Participation in the Tech Workforce

Strengths

- “Differently abled” individuals are typically able to find unique and innovative solutions to challenges.
- They are intelligent, well-educated and eager to work.
- They have the ability to think creatively, out of the box.
- Some on the spectrum have a strong visual acuity, attention to detail and a superior ability to focus.
- JP Morgan found during its Autism at Work pilot program that autistic employees were 48% faster and 92% more productive than their neurotypical counterparts.
- Hans Asperger, the scientist who identified Asperger Syndrome in 1944, opined: “It seems for success in science and art, a dash of autism is essential. The necessary ingredient may be an ability to turn away from the everyday world, to rethink a subject with originality so as to create in new untrodden ways.”

Morgan's Story



NEDCamp 2018 (Who is that guy you see front-and-center?)

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DrupalCampCT 2014 (2014.drupalcampct.org) - site building by Morgan

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ANDRÉS FORERO



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Welcome to the website of award-winning musician
Andrés Forero

TONY, GRAMMY and EMMY award winning Andrés Patrick Forero is considered to be one of the best "Crossover" Drummer/Percussionists in the industry. Hailed by many as a music prodigy; by the age of 12 Andrés was playing over 13 instruments.

[READ FULL BIO](#)

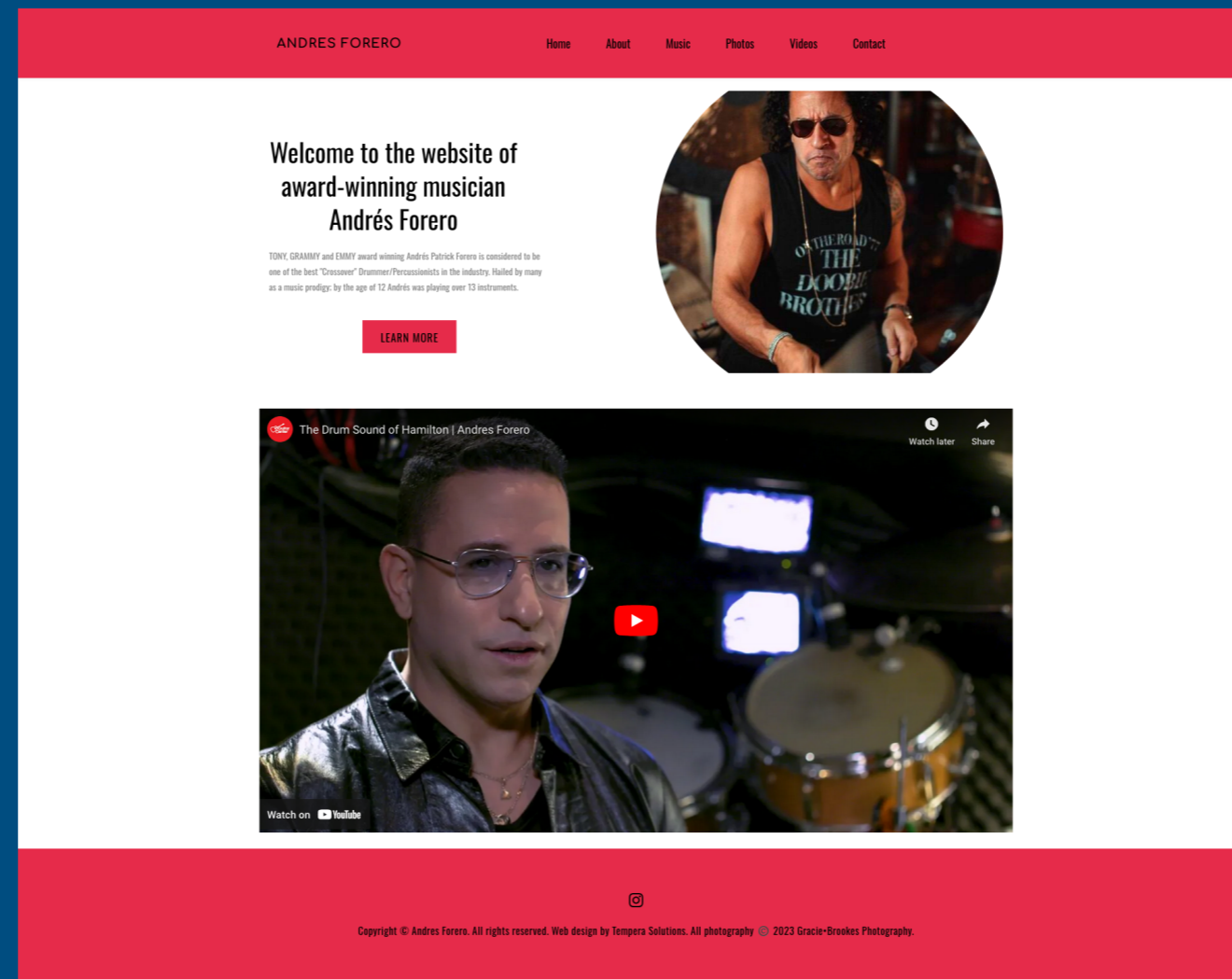


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One of Morgan's clients - [Andres Forero](#)

Morgan's Story



Andres Forero website (WordPress rebuild)

Morgan's Story

classical and hip-hop

Morgan Giosa Blues Series continues in Windsor Sunday

WINDSOR — The Morgan Giosa Blues Series will perform at the Windsor Art Center, 40 Mechanic St., Sunday, Oct. 13, at 4 p.m.

On the second Sunday of the month through December, guitarist Morgan Giosa will perform with a guest artist. The guest Oct. 13 will be Geoff Willard. Tickets are \$20. The cost for members is \$15.

Giosa Morgan, 27, is a web developer, blues guitarist, photographer, and visual artist from Windsor.

A self described “old soul”, Morgan said he feels his music is most rooted in inspiration from the electric psychedelic blues of the 1960s.



Donna Reed

Morgan Giosa

For more information, visit:
windsorartcenter.org



Newspaper coverage of Morgan's music

Morgan's Story



Morgan at his album release party

Morgan's Story



One of Morgan's photographs

Morgan's Story



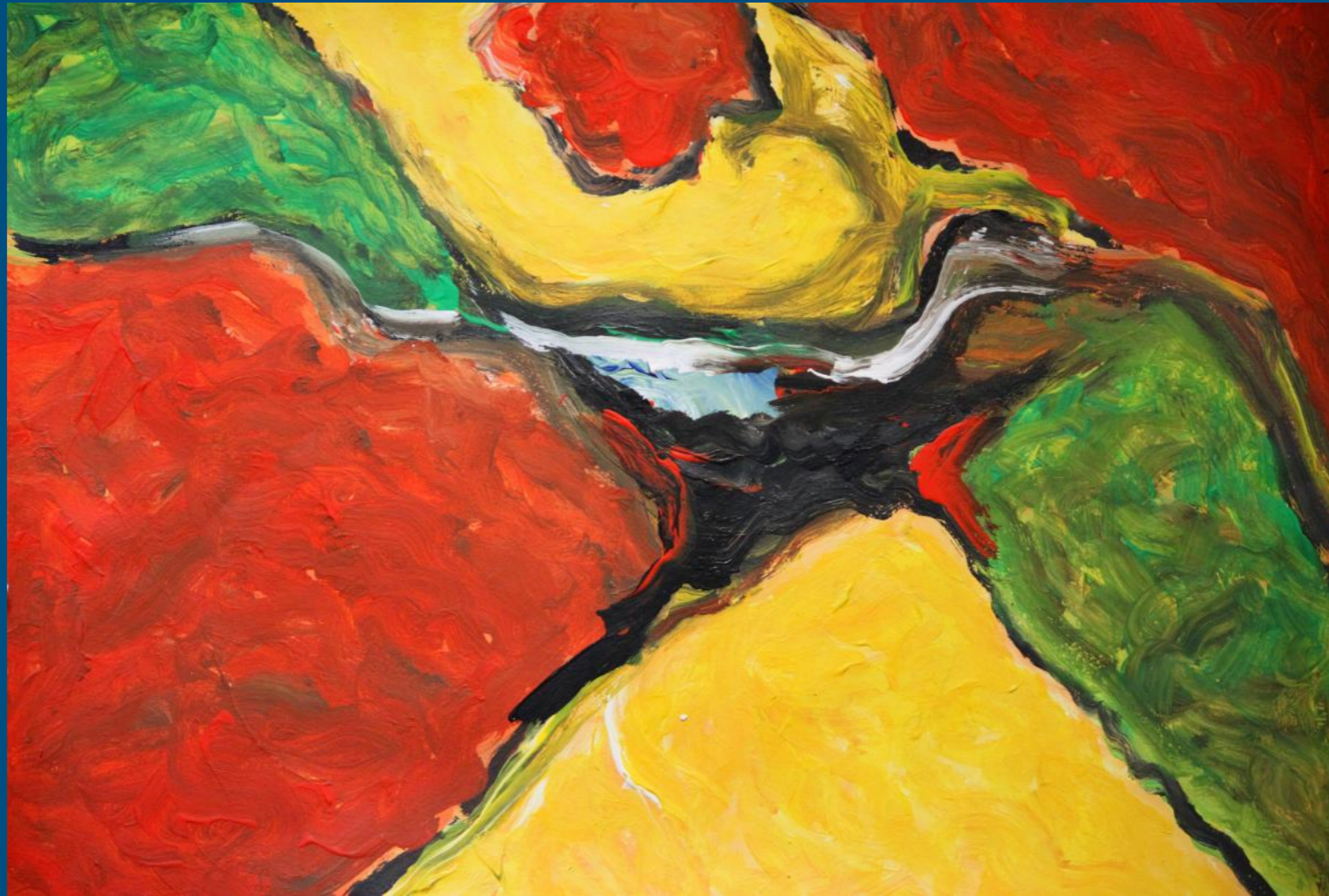
Another of Morgan's photographs

Morgan's Story



One of Morgan's original paintings

Morgan's Story



Another of Morgan's original paintings

Morgan's Story



Playing that guitar!

How the Americans with Disabilities Act (ADA/ADAAA) Impacts An Employer That Employs ASD Individuals

- Is the ASD candidate/employee covered under the ADA?
- What limitations might the ASD employee be experiencing that need to be accommodated?
- What reasonable accommodations may be required under the ADA?
- Is telecommuting a viable or required alternative? See <https://www.dol.gov/odep/WorkplaceFlexibility/>
- What are potential modifications to the workplace that an ASD individual may need an employer to offer even if the employer is not legally required to do so under the ADA?

Resources

JAN (Job Accommodation Network) (www.jan.wvu.edu/soar)

Department of Justice summary of laws <http://www.ada.gov/cguide.htm>

ADA Centers <http://adata.org>

USDOL Office of Disability Employment Policy (AUTISM)

http://www.ocali.org/up_doc/FIT_for_Success.pdf

<http://www.ada.gov/c.guide/htm>

ADA Regulations and Technical Assistance (https://www.ada.gov/regs2010/titleIII_2010/titleIII_2010_regulations.htm#a105)

<https://adata.org/publication/ADA-faq-booklet>

https://www.eeoc.gov/laws/regulations/adaaa_fact_sheet.cfm

https://www.eeoc.gov/eeoc/interagency/upload/employing_people_with_disabilities_toolkit_february_3_2015_v4-2.pdf

<https://www.eeoc.gov/eeoc/publications/adahandbook.cfm#whoada>

