



Autism Inclusive Employer Badge -

A recognition for organizations committed to inclusive, forward-thinking hiring and workplace practices.

The Autism Inclusive Employer (AIE) Badge recognizes companies that actively create supportive, accessible, and welcoming environments for autistic talent. This designation signals to applicants, employees, and the community that your organization values inclusion, communication, and innovation in the workplace.

1. Why Earn the Autism Inclusive Employer Badge?

Companies that earn the badge benefit from:

- ✓ A Stronger Employer Brand: Stand out as a trusted, inclusive workplace that candidates want to join. Badge holders gain a competitive edge in recruitment and public reputation.
- ✓ Access to a Reliable, Skilled Talent Pipeline: As a preferred autism inclusive employer, your organization is promoted as a safe and supportive place for autistic job seekers, which allows for candidates to be more confident in applying (whether they have or have not disclosed a disability).
- ✓ Reduced Turnover and Improved Retention: Inclusive practices and clear communication structures lead to improved employee satisfaction for all staff - not just autistic team members.
- ✓ Access to Exclusive Tools & Resources:
 - Badge holders receive ongoing access to updated UCE materials, including:
 - Hiring and onboarding guides
 - Accommodation tools and checklists
 - Environmental and sensory recommendations
 - Training refreshers
 - Research-based insights
 - These resources support HR efficiency, reduce internal planning time, and help teams stay ahead of best practices.

- ✓ **Community Recognition:** Displaying the badge on your website, storefront, and social media demonstrates leadership in social responsibility and inclusive employment. Customers and communities increasingly choose to support businesses that prioritize inclusion.



2. What It Takes to Earn the Badge:

Organizations earn the AIE Badge by demonstrating meaningful commitment to autism inclusive practices through:

- **Training & Education:** Participate in at least three UCE services per year, such as an inclusive workplace assessment, HR policy review, employer training (virtual or in-person), ongoing consultation, etc.
- **Implementation of Inclusive Practices:** Show progress in at least one area, such as inclusive hiring and interviewing practices, structured onboarding, sensory-friendly environmental adjustments, clear communication systems, autism inclusion training for staff, support plans or accommodation processes, and leadership engagement.
- **Sharing Outcomes & Success Stories:** Provide brief documentation of improvements, workplace changes, and the impact on employees (such as testimonials or short summaries).

3. Badge Renewal & Ongoing Benefits:

Maintaining your Autism Inclusive Employer Badge is simple. Each year, organizations continue engaging in UCE training or consulting, share brief progress updates through an annual survey, and may optionally provide new photos, testimonials, or success stories. In

return, badge holders enjoy ongoing access to digital badge assets, updated UCE resources and toolkits, enhanced visibility as a preferred inclusive employer, and stronger applicant engagement and workplace culture.

The Autism Inclusive Employer Badge is more than recognition - it's an ongoing commitment that strengthens teams, culture, and communities.