

## Invest in Workplace Neurodiversity

Empower your business to embrace diversity and inclusion while investing in undiscovered talent.

Neurodiversity can be defined as a cognitive variance. Simply put: It refers to innate or acquired biological differences in the brain that impact how people learn, communicate, process information and interact with others.



**33%**  
of adults are neurodiverse



**80%**  
of individuals with neurodiverse conditions like autism or ADHD, who have a 4-year college degree, are **unemployed or underemployed** in their field of study.

How Rethink's Neurodiversity Inclusion Center can help.

- Trains HR and all management staff to better **understand, adapt and accommodate** individuals with cognitive variances
- Ensures employees have the right accommodations, employers have a more diverse workforce and are **compliant with the ADA and EEOC**
- Helps employers **tap into often undiscovered rich talent pools** and ultimately have more engaged and loyal employees in an inclusive workplace culture

# Introducing the Neurodiversity Training Module



Scan QR code to access the 3-minute video from our program.



Neurodiverse individuals bring strong skills and talents to markets that currently have a shortage of workers, including roles in:

- Technology, finance, IT, graphic design and analytics
- Software programming, development and testing
- IT support and services
- Data and business analysts
- Visual merchandiser

## How Rethink's NIC Works with Your Population

We combine an e-learning center approach with teleconsultations delivered by expert clinicians (Board Certified Behavior Analysts) trained in workplace accommodations.



**E-learning Modules** to train managers and neurotypical employees in understanding neurodiversity, improving and clarifying communication and identifying/addressing issues before they escalate.



**Teleconsultation Support** with trained experts. These remote consultations address challenges in real time and provide strategies for success.



**Training and Learning Resources** including online and printable training guides for managers, quizzes and peer-to-peer exercises.

**rethink**  
BENEFITS

Learn more about Rethink's Neurodiversity Inclusion Center:  
[rethinkbenefits.com](https://rethinkbenefits.com)

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