

**aha|sa**

Australian Hotels Association (SA)



**autismsa**

# Enhancing Accessibility and Inclusion Guide for Venues

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Autism SA and Australian Hotels  
Association (SA): Pubs with Heart  
Project

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# About Us

# About Autism SA

Autism SA was founded in 1964 by families of autistic children and was the first organisation of its kind in Australia.

The founding members were driven by the desire to ensure that they had access to the best information, education and support. They also advocated for acceptance and understanding and encouraged research and leadership in the community.

Since its beginnings, Autism SA has been single-minded in its focus on supporting the autism and Autistic community and has been at the forefront of service development and advocacy, with a strong legacy of being responsible for introducing many firsts in South Australia and nationally.



# Australian Hotels Association (SA): Pubs with Heart Project Overview

In this exciting collaboration between Autism SA and the Australian Hotels Association: SA, we embarked on a project focusing on enhancing inclusion and accessibility at venues across SA.

Our goal was to create a more inclusive and welcoming environment, that benefits not only autistic people but their families and the wider community.

To bring this vision to life, we received funding from the Independent Gaming Corporation, through the AHA|SA's Pubs with Heart program, to appoint a dedicated Autism Liaison Officer. The Liaison Officer worked closely with AHA|SA establishments, empowering them to better support autistic patrons and employees.

This was achieved through building the capacity of venues by helping staff gain a deeper understanding of autism, boosting venues confidence in implementing environmental accommodations and adjustments that will benefit the Autistic community.



The autism community shared their insights and experiences with us, through surveys and focus groups. We used this information to make sure that our recommendations were accurate and relevant to the community. More information about this process can be found in the 'Project Community Engagement' section of the guide.

The project has resulted in several ongoing 'Quiet Dinner'-style events, a quarterly quiz night, staff being trained, access guides being created, and owners being educated on autism.

The project commenced in August 2023 and concluded in August 2024. Within this 12-month period, more than 20 South Australian venues engaged with the project to make changes that enhanced their access and inclusion for the wider autism community.



# What is autism?

Autism is a neurological developmental difference that impacts the way an individual relates to the environment and people in it.

Autism influences the way that an individual sees, experiences and understands the world.

There is not one way that an autistic individual experiences the world, this is why the term 'spectrum' is used- this is to reflect the fact that every individual's lived experience of autism is different.

Individuals on the spectrum may have skills in particular areas, while finding other aspects of life particularly challenging. How skills develop across a life span varies as much as autism itself and can vary significantly from person to person.

## Common characteristics

Some of the common characteristics of autism are:

- Unique way of speaking, such as monotone or overly formal for the context
- Difficulty interpreting body language and facial expressions of others
- May take things literally
- Might take very long turns in conversations
- Differences when initiating and maintaining friendships
- May experience difficulties with motor skills
- May show a preference for consistency and routines
- May develop very strong interests in a certain area, items or activity
- May become overwhelmed by sensory stimuli, such as loud noises



Autism is a spectrum, and people have a wide range of ways that they experience autism. Not all of the above characteristics may apply to an autistic person. As a spectrum, many autistic people have high support needs, and others have lower support needs.

## What is Asperger's Syndrome?

Asperger's syndrome used to be a separate diagnosis, but in 2013 it became a part of the Autism Spectrum Disorder (ASD) diagnostic term, and it is no longer given as a diagnosis.





# Access and Inclusion

# Access and Inclusion

Access and inclusion in venues involves creating environments that are welcoming, accommodating, and accessible to everyone, including autistic individuals and those with a disability, ensuring full participation and enjoyment of services and experiences for everyone.

## Accessibility:

Accessibility refers to the design and implementation of environments, products, and services that enable all individuals, regardless of their physical, sensory, or cognitive abilities, to access, use, and benefit from them. This includes removing barriers and providing accommodations such as ramps, elevators, adjustable lighting, clear signage, and accessible restrooms, ensuring that everyone can participate fully and independently.

## Inclusion:

Inclusion is the practice of ensuring that all individuals, regardless of their differences, feel valued, respected, and supported within a community or organisation. It involves creating an environment where everyone has equal opportunities to participate, contribute, and thrive. Inclusion encompasses not only physical access but also social, cultural, and psychological aspects, fostering a sense of belonging and acceptance for everyone.

# Project Community Engagement

The project conducted its own community engagement activity, in addition to reviewing current research, to better understand the barriers in access and inclusion for the South Australian Autistic and autism community.

Hearing directly from autistic individuals and families was crucial in understanding the specific experiences, barriers and desires in supporting venues to enhance accessibility and inclusion for this project. To ensure that the project was successful, changes had to be made that were in line with what the community wanted.

## What we did:

To investigate the experiences, opinions and recommendations, we undertook a range of community engagement activities, including;

- An online survey
- One-on-one interviews
- Focus Groups.

## Who we asked:

All the participants were from metropolitan Adelaide and over half identified as autistic, while the remainder supported autistic people.

# How the Autistic and autism community engage with venues

## What the community told us:

A majority of the people stated that they don't attend venues often due to overstimulation concerns. Most participants described the amount they go as *"every 2-3 months"* or *"a few times a year."* One woman with an autistic son said *"we haven't been able to go out"* at all because he can't cope in the environment.

A majority of participants said that they usually go to the same venues because they *"know what to expect from them."* One mother of an autistic child said that it would *"open up her world"* if her daughter felt more comfortable going to other venues.

All participants indicated that they would be more likely to go to venues if autism-friendly changes were made.

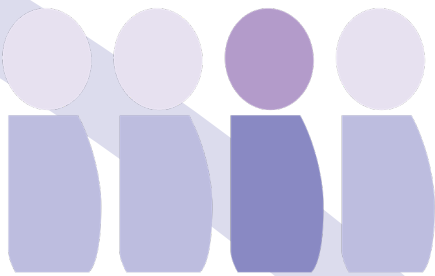
When asked to elaborate, some responses were: they would *"feel confident that the venue will not trigger off a meltdown,"* and *"I would know that they have some understanding for if I was to become too overwhelmed."* One woman said that she would be able to go more frequently, not just on days when she was well-rested and mentally prepared.

# Access and Inclusion for the Autistic Community

Did you know:



People are autistic,  
That's **290,900**  
Australians.<sup>1.</sup>



**1 in 4** people have  
an autistic  
relative.<sup>2.</sup> **Only**

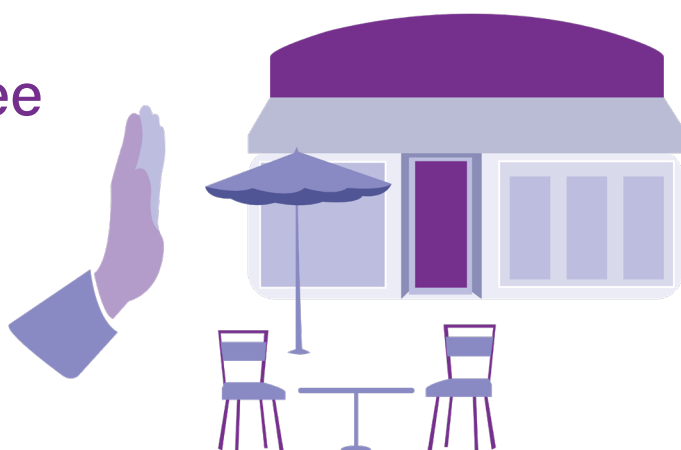


of autistic people  
believe businesses  
know how to  
support them.<sup>3.</sup>

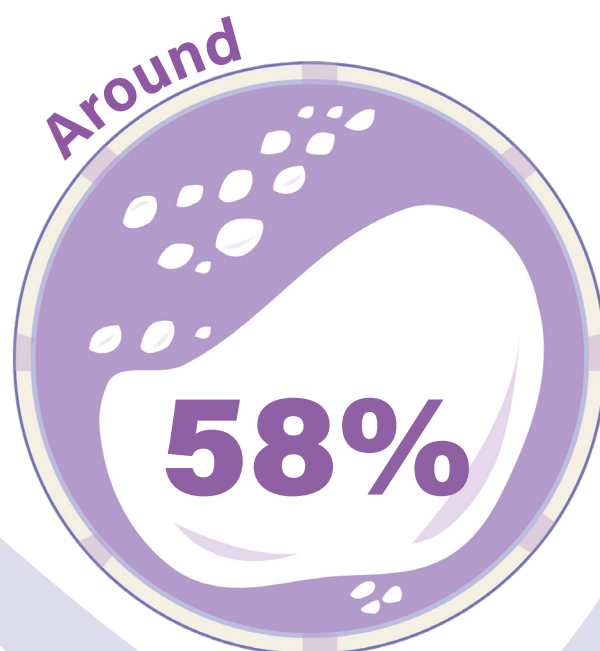
## Sources:

1. Australian Bureau of Statistics. (2022). Disability, Ageing and Carers, Australia: Summary of Findings. ABS. <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release>.
2. Jones, S. Akram, M. Murphy, N. Myers, P. & Vickers, N. (2018) Australia's Attitudes & Behaviours towards Autism; and Experiences of Autistic People and their Families Autism and Education. Rese
3. Deloitte, Australian Human Rights Commission. (2017) 'Missing Out: The Business Case for Customer Diversity'. (Online- <https://www.deloitte.com/au/en/services/consulting/perspectives/business-case-customer-diversity.html>)

People with a disability were three times as likely to avoid a business,



and twice as likely to tell other people to avoid a business, because of negative experiences.<sup>4.</sup>



of autistic people and their families avoid going to venues like pubs and bars.<sup>5.</sup>

Sources:

4. Deloitte, Australian Human Rights Commission. (2017) 'Missing Out: The Business Case for Customer Diversity'. {Online- <https://www.deloitte.com/au/en/services/consulting/perspectives/business-case-customer-diversity.html>}

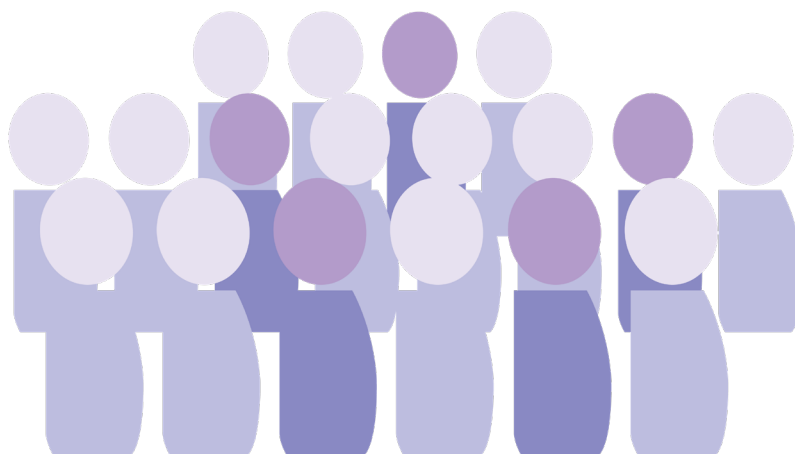
5. Australian Catholic University. (2020) 'Summary of results from consultation survey, to inform a submission into the Federal Senate Select Committee on Autism'.



# Barriers to Access and Inclusion

The 2020 'Summary of results from consultation survey, to inform a submission into the Federal Senate Select Committee on Autism,' conducted by the Australian Catholic University found that the biggest barriers for autistic people and their families in accessing venues were;

## 1. Crowds:



**Crowds and the number of people (92%):** A high density of people in a space can be overwhelming for many autistic people.

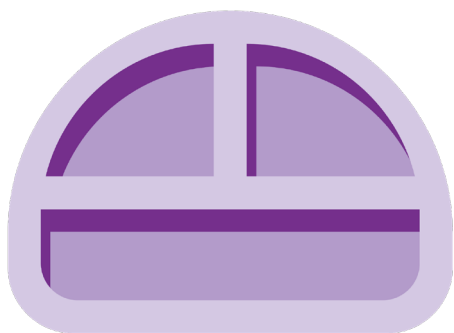
## 2. Noise:



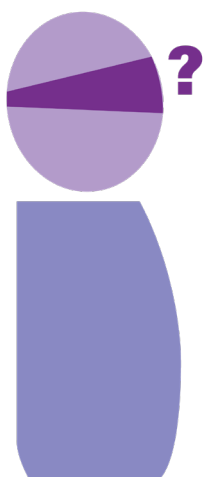
**Noise and the light level (82%):** Most participants rated noise a significant barrier. One person said: *"Some places I've been to have had music that was unbearable even with earplugs and headphones,"* and they just want to enjoy a venue without *"loud music blaring."* One person said that even without background music, some places could become unbearably loud due to many people talking at once coupled with bad acoustics.

**Our community engagement activity affirmed these findings.**

In addition, we found that other barriers that prevented autistic patrons and their families from accessing and enjoying venues were;



**Food:** Many autistic people have sensory sensitivities involving food. This might mean they only like to eat a small range of foods, such as those relegated to the kids menu, like chicken nuggets. It can also be an issue when food isn't as described on the menu, or sauces and dressings are included which haven't been clearly mentioned. An unwanted sauce or dressing can make a whole meal 'inedible' for an autistic person.



**Not knowing what to expect:** Almost all participants wanted venues to provide detailed information about their venues on their website. One woman shared that if more information was made available about venues, it would *'take away all the anxiety of the process'* of going there. Another woman said that providing information was the most important factor for her in choosing a venue, and said she loves to know as much as possible about a venue. Online menus being up-to-date and accurate is very important, especially with sensory sensitivities involving food.

**Staff attitudes:** Most participants said that they would like to see staff trained in autism awareness. One woman had a son who was predominantly non-speaking, and so she wanted staff to understand when he used his communication board. Another woman said she wanted staff to understand what autism is, and that it's normal and okay for people to behave in unconventional ways. This was particularly in regard to 'self-stimulatory behavior' or stimming (fidgeting or repetitive behaviours that are common in autistic people.)

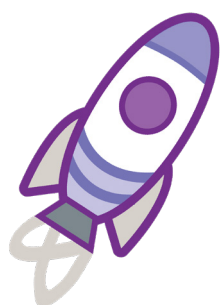


# Benefits to Enhancing Access and Inclusion

# Benefits for Venues Enhancing Access and Inclusion



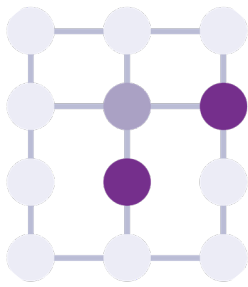
**Small Changes, Big Impact:** Venues don't have to implement extensive modifications all at once to enhance access and inclusion. We found that even small changes can make a significant difference in creating a welcoming environment for all patrons.



**Untapped Consumer Market:** There are over 200,000 autistic Australians whose demand for suitable entertainment and outing options is currently unmet. Only 4% of autistic individuals believe that businesses know how to support them (ABS, 2018). By making your venue more inclusive, you can tap into this large and underserved market.



**Positive Branding Opportunity:** Taking steps to enhance access and inclusion can significantly boost your venue's positive branding. Being recognised as a supportive and inclusive business will attract more customers and improve your reputation.



**Acquire Talent from an Underappreciated Pool:** Autistic employees often possess unique strengths such as attention to detail and intense focus. They are more reliable, punctual, and have fewer absences (Scott, 2017). By being more accessible and inclusive, you can attract and retain talented neurodivergent staff, enriching your workforce with diverse skills.



**Benefits for the Wider Community:** Enhancing accessibility not only aids the autism community but also improves the experience for other patrons. Inclusive changes can make your venue more welcoming for everyone, leading to increased patronage and customer satisfaction.

# Enhancing Access and Inclusion



# Creating Accessible Environments

## Understanding Sensory Sensitivities

Many autistic individuals have sensory sensitivities, meaning that standard levels of light, noise, smells, and other stimuli might be challenging to cope with. By addressing these sensory impacts, your venue can become more comfortable and enjoyable for everyone.

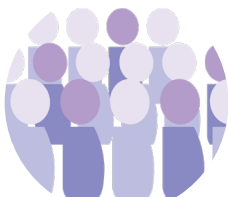
### Key Sensory Considerations



**Low or No Background Music:** Provide quiet areas where background music is either low or absent.



**Natural Lighting or Low Lighting:** Use natural lighting or low lighting instead of harsh fluorescent lights. Lamps can be a good alternative in areas without natural light.



**Low Density of People:** Designate areas with fewer people to create a calmer environment.



**No Strong Smells:** Limit strong smells to specific areas such as kitchens and bathrooms.

# Booking Options

Allow families to book these sensory-friendly areas online. The option to reserve a specific table can also be beneficial, as familiarity can be comforting for autistic individuals.

# Creating Private Spaces

If a separate room is not available, consider using dividers, curtains, or other barriers to create a private, quiet space within your venue.

# Complete an Access and Inclusion Audit

The project developed an Access and Inclusion Audit form to support venues to identify areas where accessibility and inclusion could be enhanced in their venue. You can print out and use this form to support your venue on its journey.

This form is a useful tool to help you assess the neurodivergence accessibility and inclusion of your venue. This can support venues to identify any potential barriers to address to enhance access and inclusion.

# Neurodivergence Access and Inclusion Audit Form Template

## Venue Information

---

Venue Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Contact Person: \_\_\_\_\_

Date of Audit: \_\_\_\_\_

Auditor(s) Name: \_\_\_\_\_

## Sensory Adjustments

---

### 1. Environmental Controls

- Are there quiet zones or sensory-friendly areas available?
- Are strong smells limited to certain areas (e.g., kitchens, bathrooms)?
- Are spaces carpeted or chairs padded to prevent scraping noises?
- Are no or low levels of background music used?
- Are televisions isolated to certain areas only?
- Are loud, unexpected noise mitigation strategies in place (e.g., door stoppers, stacking of plates in closed kitchens)?

## 2. Lighting

- Is natural light utilised where possible?
- Are lamps and low levels of lighting available in the venue?
- Are lighting levels adjustable (dimmers) to reduce sensory overload?

## 3. Social Considerations

- Are there designated areas for loud social interaction (gaming rooms, live gigs) that are separate from quiet areas?
- Are there activities, events or programs specifically designed to enhance the enjoyment for neurodivergent patrons e.g. Quiet dinners, low-sensory quiz events?

## 4. Menus

- Is there a sensory considered menu?
- Can patrons order adult size kids meals?
- Can foods be served so that they don't touch (e.g. divided plates)?

## Physical Adjustments

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### 5. Entrance

- Is the entrance easily identifiable?

### 6. Interior Navigation

- Are hallways and pathways clear of obstacles?
- Are directional signs clear and easy to understand?
- Are there tactile ground surface indicators?

### 7. Restrooms

- Are paper towels available as an alternative option to hand dryers?
- Are there gender-neutral restrooms available?

### 8. Seating Options

- Is there a range of seating options (e.g., stools, chairs, booths)?
- Is there reserved seating for patrons with disabilities?

## 9. Parking and Transportation

- Is there a map on how to get to the venue, and parking/public transport information on the venue's website?
- Are there designated accessible parking spaces?
- Are accessible parking spaces close to the entrance?
- Is information on 'how to get there by public transportation' shared?
- Are drop-off points accessible for taxis and rideshare services?

## 10. Furniture Spacing

- Is there adequate spacing between furniture to allow patrons to move through spaces without being bumped?

## **Communication Adjustments**

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### 11. Clear Communications

- Are event schedules and venue maps available in easy-to-read formats?
- Are staff trained in communicating with autistic individuals?
- Are there visual supports available (e.g. picture schedules, social narratives)?
- Is literal and easy read language used throughout the venue and in the venue communication material?



## 12. Hearing Accommodations

- Are there hearing loops or assistive listening devices available?
- Are sign language interpreters available for events?
- Are captions provided for videos and presentations?

## Information Adjustments

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### 13. Access Guides

- Does the venue include an Access Guide on its website – a guide in simple language with pictures to explain the environment and to expect?

### 14. Visual Supports

- Is information available in large print and accessible digital formats?
- Is there clear signage stating that guide and assistance dogs and service animals are allowed?

## Policy and Procedural Adjustments

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### 15. Inclusivity Policies

- Does the venue have a clear inclusivity policy?
- Is there a process for patrons to provide feedback in various ways (written, in person, text, over the phone, online) on inclusivity and accessibility to the venue?

## 16. Staff Training

- Have staff received autism awareness training?
- Are staff trained to assist patrons with various disabilities?

### **Recommendations and Actions**

---

Immediate Actions:

1. \_\_\_\_\_
2. \_\_\_\_\_

Short-term Goals (within 6 months):

1. \_\_\_\_\_
2. \_\_\_\_\_

Long-term Goals (within 1 year):

1. \_\_\_\_\_
2. \_\_\_\_\_

Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### **Sign-off**

---

Auditor(s) Signature: \_\_\_\_\_

Date: \_\_\_\_\_

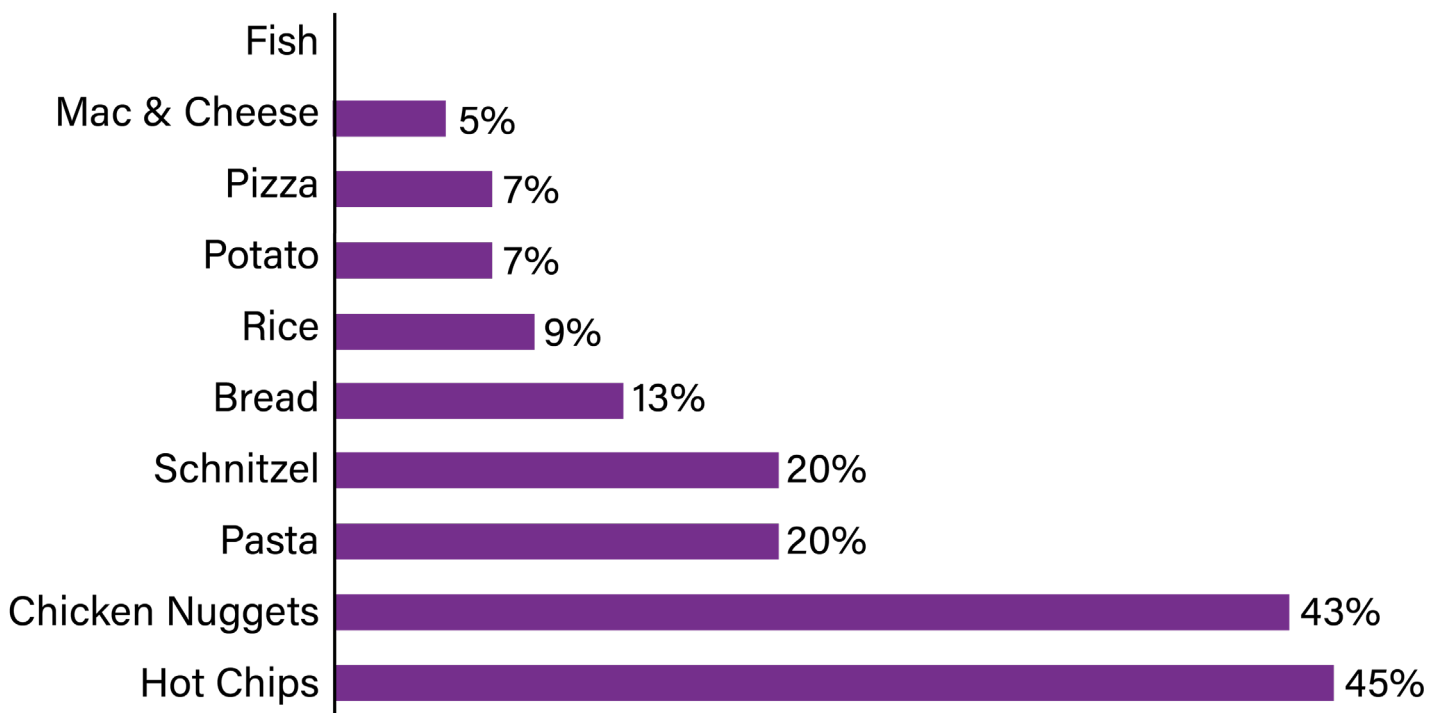
# Sensory-Inclusive Menus

Many autistic individuals have strong food preferences due to sensory sensitivities. The presence of disliked ingredients or different foods touching on a plate can cause significant distress. Understanding and accommodating these preferences can greatly enhance their dining experience.

## What the community told us

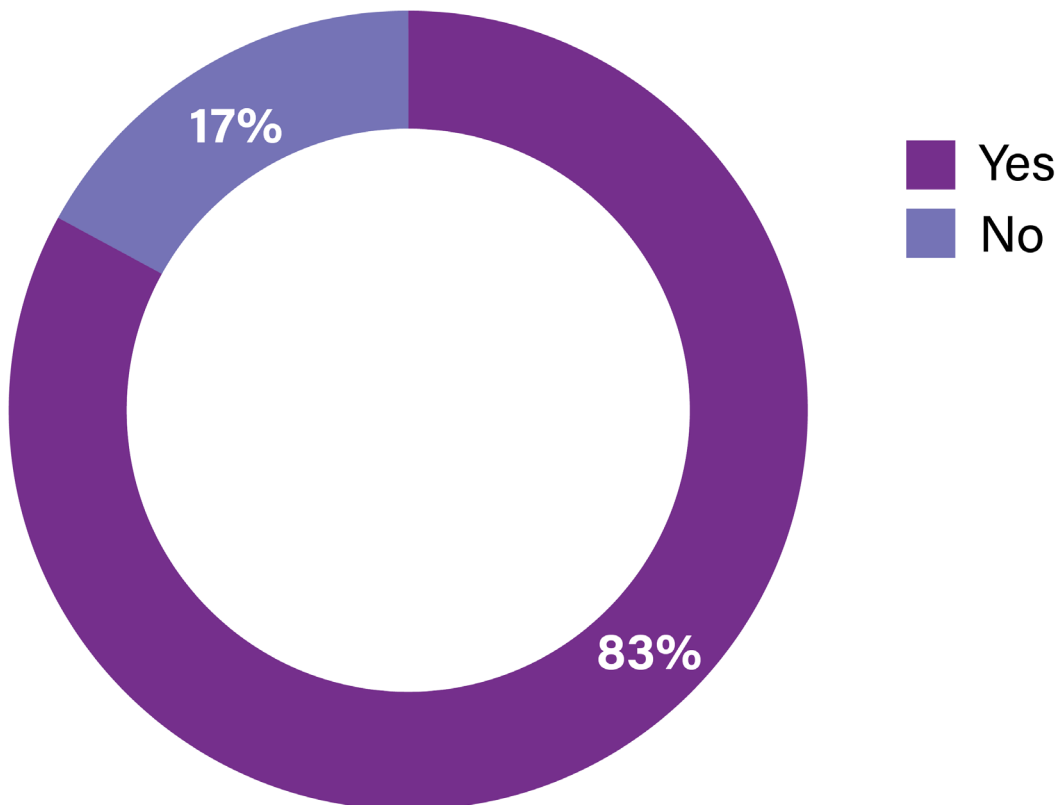
A survey titled "Sensory Friendly Menu for Autistic Adults" was conducted on Autism SA's social media in February 2024, to understand the dietary preferences of autistic people. There were 53 respondents, who answered three key questions:

### 1. What foods do you feel most comfortable eating?



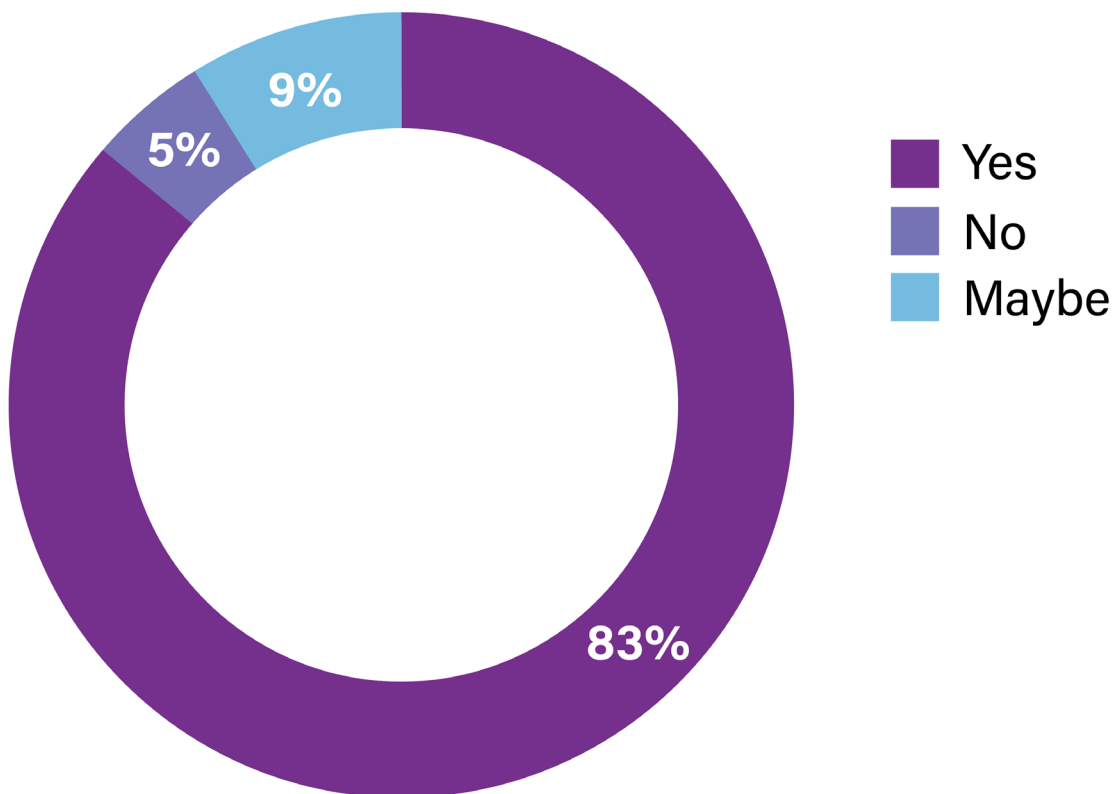
Respondents showed an overall preference for “soft,” “plain,” and “beige” foods. Clear descriptions of food were very important to them, with one respondent saying they want *‘Food that is clearly described on the menu with no ‘surprises!’* Photographs of food on the menu really help! They also preferred sauces and dressings to be served on the side to control the amount used.

## 2. Does the presentation of food matter to you? (For example, foods touching each other)



There was a strong consensus against different foods touching each other on a plate, especially foods with different qualities, such as hot and cold foods.

### 3. Would you like an option to build your own meal from different options?



Most respondents liked the idea of building their own meal, as it would reduce the likelihood of undesirable elements and promote autonomy and individual choice. However, a small minority found too much choice to be stressful.

Respondents also highlighted the importance of accommodating dietary requirements such as gluten-free or lactose-free diets.

# Menu Recommendations based on community feedback:



**Take Requests Seriously:** Train staff to take food requests seriously as they can significantly impact the dining experience of an autistic patron.



**List Ingredients:** Ensure all ingredients of a meal are listed on the menu to avoid surprises. For an autistic person, one unexpected ingredient can “ruin” an otherwise fine meal.



**Provide Photos:** Providing photos of meals can be beneficial for visual reference.



**Adult-Sized Portions of Kids Menu Items:** Offer adult-sized portions of kid-friendly items such as chicken nuggets or pasta and cheese. Some autistic individuals have a very limited diet and will only eat a small range of foods.



**Build-Your-Own Menu:** Provide a build-your-own menu option based on the preferences of autistic patrons. This approach reduces the likelihood of undesirable elements and promotes autonomy.



**Simplify Menus:** Simplify menus to offer add-ons, including sauces, separately to allow patrons to control the composition of their meals.

By implementing these recommendations, you can create a more inclusive and welcoming dining experience for autistic patrons and their families.

# Case Study:

## Sensory-friendly menu at the Oak and Iron Tavern

The project worked with the Oak and Iron Tavern in Mount Barker, South Australia, to design and implement a sensory-friendly menu, an Australian first. The menu was inspired by Deanna Wallis, an autistic woman and Community Relations Director at Wallis Cinemas who has experienced her own challenges eating out.

The need for sensory-considered menus was supported by the project's community engagement activities, which found that autistic adults often wanted simpler, plain food and struggled to find menu items that supported their sensory sensitivities. To support the Oak and Iron Tavern in creating the menu, a survey titled "Sensory-Friendly Menu for Autistic People" was developed and sent out through Autism SA communication channels.



Based on the survey results, a Build-Your-Own menu was created:



Feedback from patrons:

The response from the autism community was extremely positive, with one person noting that most pub meals are *“too complex with lots of different ingredients and unwanted (and unnecessary) elements.”* The new menu addresses these concerns by offering simpler, more accommodating options.



# Case Study:

## Simplified menu at the Brompton Hotel

The Brompton Hotel, tucked away in the charming backstreets of Brompton, is a hidden gem for both relaxed and upscale pub dining. The menu features an enjoyable blend of high-quality pub favorites and refined dining options, with an impressive selection of pasta dishes. The Team take pride in using seasonal and locally-sourced ingredients to create memorable meals and dining out experience.

When the Brompton decided to host sensory-friendly dinners, the menu was a key consideration. Guided by survey results, the team made specific amendments to create a menu tailored for an autism-friendly event. They also made adjustments throughout the venue to ensure a comfortable and accommodating experience for all guests.



Brendan Boothroyd (Executive Chef) from Brompton and Katlin Withers (Autism Liaison Officer) from Autism SA.

## Original Menu:

### MAINS

FREE RANGE CHICKEN SCHNITZEL -  
ngeringa greens, chips, lemon, chilli  
- add jus, peppercorn, mushroom gravy  
- parmigiana

POACHED CHICKEN SALAD - savoy cabbage,  
roast pumpkin, pepitas, fetta,  
red harissa, fried bread

ROAST CAULIFLOWER - tahini,  
preserved lemon, chilli, lentils <sup>V</sup> <sup>VF</sup>

BROMPTON BEEF BURGER - house made pickles,  
cheddar, bbq mustard, brioche bun, chips

FRIED CHICKEN BURGER - chilli aioli,  
candied onions, cos, brioche bun, chips

VEGO BURGER - zucchini fritter, haloumi,  
herb tahini sauce, lettuce, chips <sup>V</sup> <sup>VF</sup>

PAN FRIED NT BARRAMUNDI - turnip puree,  
pickled zucchini, salsa verde <sup>CF</sup>

STEAK FRITES - 300g cape grim sirloin,  
cafe de Paris butter, chips <sup>CF</sup>

600G AMERICAN T-BONE - smoked zucchini,  
red harissa, jus <sup>CF</sup>

MARKET CUT

### PASTA

WA CHILLI CRAB LINGUINI - leeks,  
capers, white wine, cream

CHICKEN ALLA RIGATONI - cream, speck,  
button mushrooms, soubise

SPAGHETTI BOLOGNESE - pork + beef ragu,  
teggiano

## Sensory Considered Menu:

### MENU

OUR FOCACCIA  
confit garlic, olive oil, salt <sup>V</sup>

TRUFFLE ARANCINI  
salsa verde aioli (4) <sup>V</sup>

FREE RANGE CHICKEN SCHNITZEL  
ngeringa greens, chips, lemon, chilli  
- add jus, peppercorn, mushroom gravy  
- parmigiana

BROMPTON BEEF BURGER  
house made pickles, cheddar, bbq mustard, brioche bun, chips

FRIED CHICKEN BURGER  
chilli aioli, candied onions, cos, brioche bun, chips

VEGO BURGER  
zucchini fritter, haloumi, herb tahini sauce, lettuce, chips <sup>V</sup> <sup>VF</sup>

POACHED CHICKEN SALAD  
savoy cabbage, roast pumpkin, pepitas, fetta, red harissa, fried bread

STEAK FRITES  
300g cape grim sirloin, cafe de paris butter, chips

PAN FRIED NT BARRAMUNDI  
turnip puree, pickled zucchini, salsa verde

ROAST CAULIFLOWER  
tahini, preserved lemon, chilli, lentils

CHICKEN NUGGETS  
chips, tomato sauce

PASTA NAPOLI  
napoli sauce, cheese

CHICKEN ALLA RIGATONI  
cream, speck, button mushrooms, soubise

### SIDES

BOWL OF CHIPS

MIXED LEAF SALAD

LITTLE BANG IPA ONION RINGS

## Feedback from patrons:

Patrons welcomed the modified menu and the autism friendly considerations with a person sharing on social media, *“Very accommodating staff. Very impressed with the corner with sensory toys for kids/young people. Our young people really enjoyed being able to relax on the beanbags in that corner. Thank you for providing this new service. It makes it so much easier going out for a meal or celebration with the family.”*

# Autism Friendly Events

Autistic individuals and their families often desire inclusion in social events at venues but face barriers that hinder their enjoyment.

Through community engagement activities, the Project gathered insights from the Autistic and autism community, revealing a strong preference for events targeting autistic adults.

Participants emphasised the importance of having a purpose for the event to facilitate communication and engagement among attendees.

## Autism-Friendly Event Ideas for Venues:

**Quiet Dinners:** Host dinners with a calm and relaxing atmosphere, minimising noise and distractions.

**Trivia Nights:** Host trivia nights with no videos or music, using literal autism-friendly questions and formats, providing a fun and engaging social activity.







**Meetups:** Organise meetups where autistic individuals can socialise in a comfortable and understanding environment.

**Game Nights:** Arrange game nights featuring board games, card games, or video games that cater to the interests of autistic individuals.

**Karaoke:** Offer karaoke events with a relaxed and supportive atmosphere, allowing participants to enjoy singing without judgment.

**Silent Discos:** Host silent disco events where participants can enjoy music and dancing with the option to control the volume of their headphones.

# Recommendations for Venues:

-  Ensure events have a clear purpose or theme to facilitate communication and interaction among attendees.
-  Provide comprehensive schedule information, including arrival time (e.g. “6pm for a 6:30pm start”) and a detailed agenda.
-  Provide a way for autistic individuals or their families to request specific accommodations, such as food preferences, ahead of time.
-  Offer a private space for individuals to retreat if they feel overwhelmed. This space could be an unused function room or a makeshift area created with dividers or curtains.
-  Provide detailed information about the event, including the expected number of guests, the music or sounds that will be played, seating arrangements, duration, and lighting conditions.
-  Emphasise that people coming on their own are welcome, and make sure that they are included. For example, at a quiz night, you can create a separate table for all people coming solo.

Venues can consider these ideas and recommendations to create inclusive and enjoyable events for autistic individuals and their families.

# Case Study:

## Quiet Dinner at the Arkaba Hotel

The Autism SA AHA|SA Project collaborated with the Arkaba, a venue in Adelaide, to develop and implement a monthly Quiet Dinner event. This initiative was born out of the project's community engagement activities, which revealed a strong desire within the Autistic and autism communities for sensory-friendly dining experiences. The Quiet Dinner concept aimed to provide a comfortable and inclusive environment for individuals with sensory sensitivities, such as those on the autism spectrum, to enjoy dining out.

The Quiet Dinner initiative at Arkaba Hotel commenced in February 2024 and has since been held on the first Monday of every month. This event has garnered significant success, with sessions consistently booked out, positive community feedback, and coverage in various media outlets.

The Quiet Dinner concept is designed to create a sensory-friendly dining experience, featuring elements such as low lighting, "covid-spacing" between tables, very low background music, and a private entrance.

This unique approach has attracted attention from media outlets including 7News, CityMag, ABC Radio, and GlamAdelaide.

Feedback from attendees has been overwhelmingly positive, with over 100 comments on social media expressing gratitude and admiration for the event.

One participant shared, *"I'm so grateful to the Arkaba for this initiative! For my whole life, I've had sensory overload in restaurants. It was a real treat to eat out in a low sensory environment where I could enjoy delicious food and a calm, quiet environment..."*



*'...my whole body felt relaxed and I could thoroughly enjoy!! So thankful to you and I hope Quiet Dinners continue long into the future! Thanks again.'*

The success of the Quiet Dinner at Arkaba Hotel highlights the importance and impact of creating inclusive and sensory-friendly environments for individuals with sensory sensitivities, such as autistic patrons.



Anna Hurley (Hurley Hotel Group publican) from Arkaba Hotel and Kaitlin Withers (Autism Liaison Officer) Autism SA.

# Case Study:

## Quiet Quiz at the Marion Hotel

As part of the Autism SA AHA Project's efforts to create inclusive environments for autistic individuals, the project collaborated with Marion Hotel to introduce the Quiet Quiz night. This initiative, launched on the 3rd of June 2024, aimed to provide a sensory-friendly and inclusive socialisation opportunity for autistic individuals.

Utilising Marion Hotel's pre-existing quiz host, Quiz Meisters Trivia, the event made slight adjustments to minimise sensory impact. These adjustments included avoiding video or music questions and keeping the microphone volume below 70 decibels. Quiz Meisters Trivia was accommodating and successfully hosted the event.

Similar to the Quiet Dinner events, the Quiet Quiz featured dim lighting, no background music, and a private bar. To ensure inclusivity, the event offered the option for individuals to come alone and be placed on a table, enabling those without an existing social network to participate.

The inaugural event was well-received, attracting around 50 participants. Building on this success, the Quiet Quiz will continue to be offered by the Marion Hotel, providing a regular opportunity for autistic individuals to enjoy a social outing in a sensory-friendly setting.



# Inclusive Events Checklist

This template is designed to assist venues in planning and organising autism-friendly events. Creating an accessible and inclusive event can greatly enhance the experience of autistic individuals and their families. By following these guidelines, venues can ensure that their events are inclusive and welcoming to all attendees.

## Event Overview

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Describe the purpose and goals of the event. \_\_\_\_\_

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Specify the target audience, including autistic individuals and their families.

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## Communication

---

Have a method that people can contact the venue without having to ring e.g. text, email.

Yes       No       N/A      Notes: \_\_\_\_\_

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Use very clear and precise language in your communications and include photos and visuals where relevant.

Yes       No       N/A      Notes: \_\_\_\_\_

Provide adequate signage in the venue.

Yes       No       N/A      Notes: \_\_\_\_\_

Communicate any last-minute changes clearly to participants, if they can't be avoided.

Yes       No       N/A      Notes: \_\_\_\_\_

### **Sensory Considerations**

---

Provide a breakout space where people can go to re-regulate, ensuring this is clearly sign posted and suitable for the target audience.

Yes       No       N/A      Notes: \_\_\_\_\_

Provide detailed information such as an Access Guide about what to expect at the event (e.g., lighting, noise, food, temperature inside).

Yes       No       N/A      Notes: \_\_\_\_\_

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Implement strategies to reduce sensory stimuli, such as dimming lights and minimising noise.

Yes       No       N/A      Notes: \_\_\_\_\_

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---

Provide sensory-friendly activities.

Yes       No       N/A      Notes: \_\_\_\_\_

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Have at least two, ideally three, different seating options available.

Yes       No       N/A      Notes: \_\_\_\_\_

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Ensure a sensory considered menu is used, or that food is clearly labelled, including with allergens, if there is shared food such as canapes.

Yes       No       N/A      Notes: \_\_\_\_\_

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## Event Execution

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Have an agenda for the event and ensure it is followed, including staying to start and finish times.

Yes       No       N/A      Notes: \_\_\_\_\_

Accept companion cards for support people.

Yes       No       N/A      Notes: \_\_\_\_\_

Provide a queue-jump option or alternative waiting area for people that are anxious about accidental touch.

Yes       No       N/A      Notes: \_\_\_\_\_

## Post-Event Evaluation

---

Solicit feedback from attendees to identify areas for improvement.

Yes       No       N/A      Notes: \_\_\_\_\_

Use feedback to adjust for future events.

Yes

No

N/A

Notes: \_\_\_\_\_

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Keep records of event details, feedback, and any changes made for future reference.

Yes

No

N/A

Notes: \_\_\_\_\_

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This checklist can help venues ensure they are providing a welcoming and inclusive environment for autistic individuals and their families during events.

# Access Guides

Autistic individuals in our research have strongly indicated that having more information about venues available in advance significantly enhances their comfort in engaging with these spaces. Being prepared and knowing what to expect can greatly lessen the impact of sensory stimuli.

Access guides or access keys are resources that provide detailed information about the accessibility of venues, such as restaurants, hotels, museums, and other public places, for people with disabilities. These guides often use a rating system (such as keys or symbols) to indicate the level of accessibility in different areas of the venue, including parking, entrances, seating, and restroom facilities.

These guides are invaluable for people on the autism spectrum to plan their visits and ensure that the venues they are interested in are accessible to them. Access Guides can be incorporated into a venue's website and/or social media channels.

## Examples of information that may be provided include:

- Photos of the inside and outside of the venue
- Noise levels in different areas of the venue
- Lighting throughout the venue
- A map/diagram of the venue

This information could be included on the website's 'About Us' page or a separate Accessibility page. Providing this information can make your venue significantly more appealing to autistic patrons, their families, and other people with specific accessibility requirements.

Below is an sample of an access guide.

### **The Admiral Bar (main bar)**

The Admiral Bar is a high sensory area.

The kitchen is exposed, so you will see, smell and hear the food being prepared in the kitchen.

You can hear the sounds of plates and cups clattering at the bar and in the kitchen.

There is natural light from the windows and small hanging overhead lights.



*The Admiral Bar*



*The Galley*

### **The Galley**

The Galley is in the same room as the kitchen, so you will hear and smell food being prepared. This is a high sensory space.

You may hear talking from the main bar area.

There is natural light from the windows, and overhead fluorescent lights

# Venue Access Guide

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Welcome to [Venue Name].

## Getting Here

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**Address details:** [Include clear address details]

**Public Transport:** [Describe what public transport options can get you to the venue. Include bus and train stops, and if there is a taxi and rideshare dedicated drop-off and pick-up zone]

**Car Parking:** [Describe the car parking options, including if there are disability parking spaces and how many]

**Nearby Road Activity:** [Describe how busy the surrounding roads are during different times of the day or during special events. Highlight less busy entry options.]

**Entrances:** [Outline the different entrance points to the venue, including photographs]

**Accessibility:** [Provide information about the entrance access points such as ramps, uneven surfaces, and sliding doors. Include information on any potential barriers like stairs that can impact accessibility. Highlight the most accessible entrance points for individuals using mobility aids like wheelchairs or walking sticks.]

## Venue Layout and Facilities

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**Detailed Map/Diagram:** [Include a map or diagram showing the layout of the venue, marking key areas like exits, bathrooms, and quiet zones. Add if there is a family room or change room.]



**Toilets:** [List the different kinds of toilet facilities available (e.g., male, female, gender-neutral, disabled, family). Describe where the toilets are located and whether they are easy to find and access. Specify if toilets use hand dryers or paper towels — noting that paper towels are often preferred as they are quieter.]

**Quiet and Escape Areas:** [Clearly identify where someone can go if they feel overwhelmed, ensuring these areas are accessible and well-signposted.]

## Room/Area Descriptions

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### Sensory Details

**Noise Levels:** [Describe the typical noise levels in your venue and any quiet areas available. Highlight high noise level areas such as TVs, kitchen noise, and music. Share how the noise level varies across times of day, or days.]

**Lighting:** [Describe the lighting in your venue, including any natural light and options for dimming or adjusting lighting, and how it varies throughout the day or during events.]

**Smells:** [Describe any strong smells that may be present in your venue such as food, smoking areas, or cleaning products, and how they are managed.]

**Crowds:** [Outline busy times and spaces in the venue.]

### Seating Options

**Options Available:** [Detail and provide photographs of what types of seating are available — cushions, standard chairs, booths, etc. — and the textures of the seating, such as a woven chair, velvet ottoman, etc. Some people have aversions to particular textures.]

### Food

**Menu Options:** [Outline if there are any adjustments to the menu such as a sensory-inclusive menu, adult-sized kids menu, or a build-your-own menu. Identify if there are photos of food items, and if all ingredients are listed on the menu. Also, identify if there are gluten-free, dairy-free options.]



## Ordering

**Location of Ordering:** [Explain where guests can order food and drinks, such as if it is counter ordering, QR code, or if it is table service. Some people may prefer QR code so they do not have to communicate with staff directly.]

## Autism-Friendly Events

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**Orderings:** [Describe any specific autism-friendly events such as quiet dinners, sensory-inclusive dinners, quiz nights that your venue offers the community. If you do offer these events, include:

**Planning:** Consider clarifying these questions:

- Will I need to pre-book, or can I turn up without a reservation?
- Can I bring a carer with me?

**Schedule/Timeline:** Provide a timeline of activities, if applicable. Include arrival time, start time, and end time.

**Separate Entrance:** If there is a separate entrance into the event, provide details here.

**Event Menu:** If there is a different menu for this event, provide a copy of the menu.

**Quiet Areas:** Indicate where a person can go if they feel overwhelmed.]

## Contact

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**Contact Details:** [Provide contact details including phone, text, and email address they can use if they have accessibility questions.]

# Workforce Autism Awareness Training

# Workforce Autism Awareness Training

Parents of autistic children often rate shame and stigma as a major reason they don't want to go out in public.

To create a more inclusive environment for autistic individuals and their families, venues can provide training to their workforce to increase their understanding and confidence in engaging with autistic patrons.

Training should aim to ensure that autistic patrons are treated with understanding and empathy, enhancing their experience in public settings.

## Training should include information on;

### Recognising autism and additional support needs:

Autism is a hidden disability, therefore only a person's behaviour may indicate that they are autistic. Some individuals with hidden disabilities, including autism, may wear a Hidden Disability Sunflower symbol. Training venue workforces to recognise this symbol can be beneficial. But not all autistic people do wear a symbol indicating they are autistic.

Staff may notice patrons wearing the sunflower on lanyards, badges, or wristbands. The sunflower indicates that the wearer has a hidden disability and may require additional support. While it is commonly worn by autistic individuals, it can also represent other hidden conditions such as epilepsy, ADHD, lupus, and MS.



**Recommendation for Venues:** Train your staff to recognise the Hidden Disability Sunflower symbol and understand that wearers may require additional support.

### Communication:

Some autistic individuals are non-speaking or minimally speaking and may require extra time to communicate. They may use visual communication boards, computer-generated speech, or other methods. Staff should be encouraged to engage directly with the individual, rather than relying solely on family or support workers, where possible, to avoid disregarding communication attempts.



**Recommendation for Venues:** Be patient and engage directly with non-speaking or minimally speaking autistic individuals, using visual communication boards, computer-generated speech, or other methods.

### Stimming:

Many autistic individuals engage in self-stimulatory behaviour, or “stimming,” which can include behaviours like hand-flapping or rocking. Stimming is often a coping mechanism that helps to create a pleasurable sensation and can be calming. Most stimming behaviour is beneficial and should not be given special attention by staff. However, if stimming becomes harmful, such as head banging, staff should offer help and support.



**Recommendation for Venues:** Understand that stimming is a common behaviour for autistic individuals and is often beneficial for them. Avoid giving special attention to most stimming behaviours, but offer help and support if stimming becomes harmful.

## Behaviour:

Meltdowns are common among autistic individuals, particularly children, and are an involuntary reaction to distress. They may involve behaviours such as verbal outbursts, crying, and physical aggression. Staff should offer assistance, such as finding a quiet space for the individual to re-regulate.



**Recommendation for Venues:** Meltdowns are an involuntary reaction to distress. Offer assistance by offering a quiet space for the individual to re-regulate if a meltdown occurs.

Workforces that have a greater understanding of autism can enhance the experience of autistic individuals and their families in public venues. By fostering understanding, patience, and empathy, venues can create a more inclusive environment that promotes confidence and enjoyment for all patrons. Autism SA offers tailored training programs to support venues in increasing their understanding and confidence, ultimately helping them achieve a higher level of inclusivity.

# The Autism-Friendly Charter

The Autism Friendly Charter is an initiative of Autism SA, designed to build capacity for social inclusion and participation, and has been developed in collaboration with the Autistic community.

The Autism Friendly Charter includes free online training to help build your understanding of autism and to better support inclusion and accessibility for the Autistic community.

Participating organisations are then invited to join the Charter by committing to uphold the Autism Friendly Charter Principles and being listed on an Autism Friendly Charter Directory which is used by the community to find inclusive services and supports.

## Why join the charter?

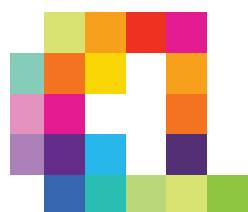
Autism SA conducted a survey to establish the need to support organisations, services, and businesses to be more inclusive and ...

# 92%

a whopping 92% of people asked would be more likely to use a service that was part of the Autism Friendly Charter over one that isn't.






# 100%

100% of the people who identified as being autistic said they would use a service associated with the Charter over one that isn't.



**autism friendly**  
an Autism SA initiative

# Why should your venue sign up?

-  Free autism awareness online training for you and your workforce
-  Invitation to join the Autism Friendly Charter
-  Commit to upholding the Autism Friendly Charter Principles
-  Listing on the Autism Friendly Charter Directory so the community can find you
-  Receive branding material to show you are committed to inclusion and accessibility

# How do I get started?

- 1** Register at: [www.autismfriendlycharter.org.au](http://www.autismfriendlycharter.org.au)
- 2** Nominate people in your workplace, including volunteers, to complete the training
- 3** Complete the training
- 4** Receive your certificate of completion
- 5** Each participant will receive a certificate of completion
- 6** Create your free business listing for the AFC directory
- 7** Add the autism friendly branding to your business

# Autism in the Workplace



# Employment

The South Australian hospitality industry is facing considerable challenges in attracting and retaining a diverse workforce, including skilled workers such as chefs and management staff, as well as on-the-ground staff. The 'Tourism and Hospitality Workforce Survey Report' by Deloitte Access Economics for the South Australian Tourism Commission (August 2021) revealed that 55% of South Australian tourism and hospitality businesses face staff shortages. This shortage has had a significant financial impact, with 1 in 2 businesses reporting revenue losses exceeding 5%.

The report highlighted that 68% of South Australian hospitality businesses are experiencing recruitment challenges, particularly due to a low level of applications (89%) and poor attitudes of applicants. Under half of nearly 1,000 positions advertised in the preceding six months were filled, with 30% taking more than a month to fill. Retention of staff is also a significant issue, with a third of South Australian tourism and hospitality businesses facing retention challenges. This is particularly prevalent in the food and beverage sub-sector, where 77% cited issues with employee reliability.

In contrast, the Australian Bureau of Statistics, Disability, Ageing and Carers, Australia: Summary of Findings 2018, showed that over 205,200 Australians were identified as autistic, with an unemployment rate of 34.1%. This rate is more than three times higher than that for people with other disabilities (10.3%) and nearly eight times higher than the unemployment rate for individuals without disabilities (4.6%).

In contrast, as of 2018, over 205,200 Australians were identified as autistic, with an unemployment rate of 34.1%. This rate is more than three times higher than that for people with other disabilities (10.3%) and nearly eight times higher than the unemployment rate for individuals without disabilities (4.6%).

# Barriers to employment for autistic jobseekers

Autistic people vastly want to be employed; however they often experience many barriers in gaining and maintaining meaningful employment.

Research suggests that employers often seek to employ people who are similar to them, with whom they could be friends, and with whom they feel a personal connection. This often unconscious- bias could lead to missing out on wonderful employees. Embracing neurodiversity can help mitigate this bias and unlock the potential of autistic employees, contributing to a more inclusive and effective workplace, ultimately enhancing the guest experience and operational efficiency.

The Projects community engagement activity asked participants about potential barriers to employment for autistic people, highlighting;

**Inaccurate job ads:** Participants wanted employers to be honest about what was really an “essential” attribute, and what was merely desirable. Autism can be literal-mindedness, so autistic candidates may not apply if they do not have one of the desired skills listed such as a drivers license, even through it is not essential to the role.

**Traditional job interviews:** Many participants expressed that traditional job interviews were a major barrier to employment. They experienced anxiety about potentially saying something perceived as inappropriate due to not being fully aware of neuro-typical social norms. The stress of being in an unfamiliar environment is intense for many autistic people, who often have a strong preference for routine and familiarity. One male participant mentioned that he often blanked during interviews and couldn't answer questions properly due to stress.

Additionally, autistic individuals often struggle to sell themselves, and interviews frequently fail to showcase their best traits. They may provide irrelevant details, overly literal answers, and be brutally honest about their weaknesses. Autistic candidates may also give poor examples and be perceived as disinterested or dishonest based on their body language, as many find eye contact uncomfortable.

**Attitudes toward autism:** All participants believed that negative attitudes towards autistic people were a barrier to employment. One participant who has not told anyone at work about his diagnosis says he *"would not have gotten the job"* if he had disclosed in the recruitment process.

# Why Seek Autistic Employees

Research indicates that autistic individuals bring unique strengths to the workforce, offering valuable benefits to organisational performance, particularly in the context of venues.

Employers shared in an Autism SA Project Survey in 2023 that *'The neurodiversity of the workforce helps to better understand and meet the needs of different types of customers, thus providing better customer service.'*

## Strengths of autistic employees can include:

**Superior Creativity:** Can be harnessed for innovative event planning and problem-solving.

**Enhanced Focus:** Ensures tasks are completed with attention to detail, which is crucial for event setups and maintaining standards.

**Strong Memory Skills:** Beneficial for remembering complex event details and customer preferences.

**Honesty and Dedication:** Ensures reliable and trustworthy service, building customer trust and satisfaction.

**Ability to Connect with Neurodivergent Patrons:** Creates a more inclusive and welcoming environment for all guests.

**High Attention to Detail:** Essential for maintaining high standards in service, cleanliness, and event execution.

**Enhanced Error Detection:** Helps identify and correct potential issues quickly, ensuring smooth operations.

**Pattern Recognition:** Useful for anticipating and addressing recurring issues or optimising processes.

**Tolerance for Repetition:** Ideal for roles requiring consistent performance of tasks, such as cleaning, serving, and administrative duties.

**Unique Problem-Solving Abilities:** Offers creative solutions to challenges that may arise in a dynamic event environment.

**Reliability and Conscientiousness:** Ensures dependable staffing, reducing the risk of no-shows and enhancing overall service quality.

**Low Absenteeism and Turnover:** Provides stability in staffing, reducing training costs and maintaining team cohesion.

**High Levels of Focus and Concentration:** Ensures thoroughness in tasks, contributing to a seamless event experience.

**Tendency to Stay Out of Office Drama:** Promotes a harmonious workplace, free from unnecessary conflicts.

**Loyalty:** Encourages long-term employment, fostering experienced and knowledgeable staff.

**Accuracy:** Ensures precision in tasks such as handling bookings, managing finances, and preparing reports.

*These characteristics can make autistic employees highly desirable for venues.*

# Inclusive Recruitment

Venues should review and enhance their inclusion and accessibility in the recruitment process to ensure they are not presenting barriers for autistic and other neurodivergent jobseekers. Improving these aspects could help alleviate staff shortages, which are currently negatively impacting the industry.

Making recruitment more inclusive for autistic people involves several key strategies to create an accommodating and supportive environment. These strategies not only benefit autistic people but can be beneficial to all.

Most of these accommodations are low-cost or no-cost, but if more substantial accommodations are needed, they may be funded by the government. The Employment Assistance Fund may pay for any reasonable adjustments for an employee with a disability, including autism.

# Effective Inclusive Recruitment Practices:

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## Job Descriptions and Advertisements

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- **Clear and Specific Language:** Use straightforward, unambiguous language in job descriptions. Avoid jargon and vague terms.
- **Essential Requirements Only:** Focus on the essential skills and qualifications needed for the job, avoiding unnecessary requirements that may exclude autistic candidates.

Yes       No       N/A      Notes: \_\_\_\_\_

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## Application Process

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- **Accessible Formats:** Offer application forms in various formats (e.g. online, paper-based, video submissions) to cater to different communication preferences.
- **Extended Deadlines:** Provide ample time for applicants to complete the application process.

Yes       No       N/A      Notes: \_\_\_\_\_

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## Assessment Process

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- **Alternative Assessment Methods:** Consider work trials, practical tasks, or portfolio reviews as alternatives to traditional interviews.
- **Pre-Interview Information:** If using interviews, provide detailed information about the interview format, the questions to be asked, and who will be present. This helps reduce anxiety.
- **Structured Assessment:** Ensure that the assessment method used is structured so that the candidate knows what is going to happen, when, where, and how. If using interviews, use a structured interview format with clear, predictable questions.
- **Sensory Accommodations:** Be mindful of sensory sensitivities by offering a quiet, comfortable setting for the assessment process that considers sensory input such as lighting, noise, and smells.
- **Avoid Bias Judgment:** It is important not to make negative judgments based on how a person uses body language or eye contact. We are all different.

Yes

No

N/A

Notes: \_\_\_\_\_

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## Workplace Environment

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- **Inclusive Policies:** Implement and communicate inclusive policies that support neurodiversity.
- **Training for Staff:** Provide training for hiring managers and colleagues on autism and neurodiversity to foster an inclusive culture.

Yes

No

N/A

Notes: \_\_\_\_\_

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## Ongoing Support

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- **Mentorship Programs and Support:** Establish mentorship or buddy programs to support autistic employees through the onboarding process and beyond. Focus groups found that assigning a supportive mentor was very helpful, as autistic employees might have many questions but feel too embarrassed to ask or not want to bother their manager. A mentor serves as a safe person to ask anything and receive honest answers. The mentor does not need to be an expert on autism, and could be any willing person, but should be empathetic, kind, non-judgmental and supportive.
- **Clarity:** Ensure job roles and expectations are clearly defined. Make expectations unambiguous, as many autistic people struggle to infer unwritten rules and social conventions. Some autistic individuals may be perceived as rude or non-compliant when they do not understand what is expected of them. If an autistic employee is dressing inappropriately or appears to be behaving rudely, explain the situation clearly. Do not assume they know and are being disrespectful or poor employees on purpose.

▪ **Reasonable Adjustments:** Being open to making reasonable adjustments can greatly enhance the work environment for autistic employees. Consider the following adjustments:

▪ **Flexible Working Hours:** Allow flexible working hours to accommodate different energy levels and peak productivity times.

▪ **Sensory-Friendly Workspaces:** Create sensory-friendly workspaces that minimise sensory overload, such as providing quiet areas and controlling lighting and noise levels.

▪ **Clear Communication Channels:** Establish clear and consistent communication channels to ensure information is easily understood and accessible.

▪ **Noise Management:** Allow the use of earplugs or noise-cancelling earphones to help block out distracting background noise while still enabling conversation.

▪ **Consistent Workspaces:** Offer fixed desks instead of a 'hot-desking' system to provide stability and reduce stress.

▪ **Light Sensitivity:** Permit the use of sunglasses or tinted glasses indoors to accommodate sensitivity to bright light.

Yes

No

N/A

Notes: \_\_\_\_\_

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## Feedback and Continuous Improvement

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- **Solicit Feedback:** Regularly seek feedback from autistic employees about the recruitment and employment process.
- **Continuous Improvement:** Use feedback to continuously improve recruitment practices and workplace inclusivity.

Yes       No       N/A      Notes: \_\_\_\_\_

## Collaboration with Organisations

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- **Partner with Autism Organisations:** Collaborate with organisations that specialise in autism to gain insights and best practices for inclusive recruitment.
- **Job Fairs and Workshops:** Participate in job fairs and workshops specifically aimed at recruiting neurodivergent individuals.

Yes       No       N/A      Notes: \_\_\_\_\_

Implementing these strategies can help create a more inclusive recruitment process that better accommodates autistic individuals, allowing them to showcase their strengths and contribute effectively to the workplace.

# Further Information and Support

# Share your Journey

Autism SA's vision is for each person on the autism spectrum to live the life they choose in an inclusive society. Alongside our range of supports and services, we drive a number of initiatives to support our vision.

To support the Autism SA and Australian Hotels Association (South Australia) Project, Autism SA has created the online Autism Friendly Dining Directory to help the autism and Autistic community find venues that support our vision.

Visit [autismsa.org.au/autism-community/](https://autismsa.org.au/autism-community/) to see the venues that are getting on board, enhancing access and inclusion to benefit all!

Additionally, contact us at [admin@autismsa.org.au](mailto:admin@autismsa.org.au) if you are going to hold a regular event, and we can add it to our directory.

# Further Information and Support

## Contact us

Contact Autism SA for more information, to provide feedback or to access a range of support options.

Autism SA Contact Details:

Website: [autismsa.org.au](https://autismsa.org.au)

Email: [admin@autismsa.org.au](mailto:admin@autismsa.org.au)

Phone: 1300 288 476

Address: 6-8 MAB Circuit, Tonsley, 5042

## Further information

For more general information about autism:

[autismsa.org.au](https://autismsa.org.au)

[thespectrum.org.au/](https://thespectrum.org.au/)

A sensory environment checklist:

[bbc.github.io/uxd-cognitive/](https://bbc.github.io/uxd-cognitive/)

Information on the Employment Assistance Fund

[jobaccess.gov.au/employment-assistance-fund-eaf](https://jobaccess.gov.au/employment-assistance-fund-eaf)

# Training

Autism Friendly Charter free autism awareness training can be found here:

[autismfriendlycharter.org.au/](https://autismfriendlycharter.org.au/)

Autism SA also offers paid, customised training options:

[autismsa.org.au/training-consulting/](https://autismsa.org.au/training-consulting/)



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# Publication Details

## Suggested citation

Autism SA (2024). 'Autism SA and Australian Hotel Association (South Australia), Pubs with Heart Project: Enhancing Accessibility and Inclusion Guide for venues.' Autism SA, South Australia

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