

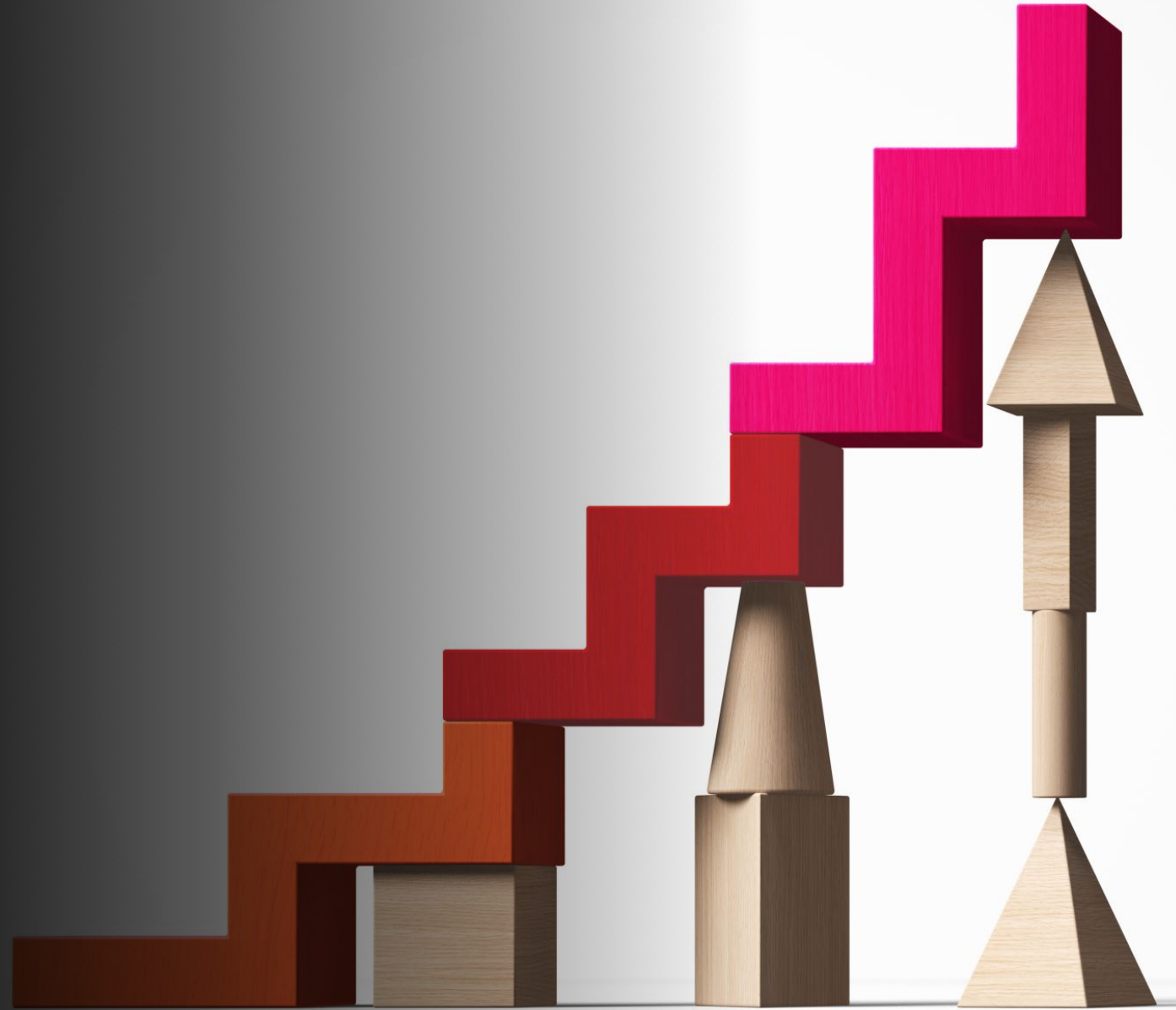


# Reasonable Adjustments for Autistic Adults

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# Exponential Growth



# ...Cumulation of Response

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- "You're weird..."  
meltdown →
- Stick a pin in me three times
- Compared to sticking a pin in me  
*in the same place three times*



# Initial Reasonable Adjustments

RA: for the Predominant Neurotype (PNT) to recognise that their experiences in life may not directly lead to intuitive empathy for the autistic experience...and...

RA: it is essential for the PNT to learn to reflect on experiences through an individual's autistic lens...and...

RA: despite lacking intuitive empathy it is imperative that the autistic experience is accepted as valid authenticity.



# Autistic Courtesy

If you require things to change based on your need as an autistic adult, which would you prefer of the following:

- The onus is entirely on you to ask/plead/beg/request changes
- You can get support to ask/plead/beg/request changes
- Before you need to do anything, those changes have already been made

This is the whole premise of autistic courtesy – and of reasonable adjustments.

# Do I grumble *All The Time???*

- What the world tells us...

Compared to...

- What the statistics tell us

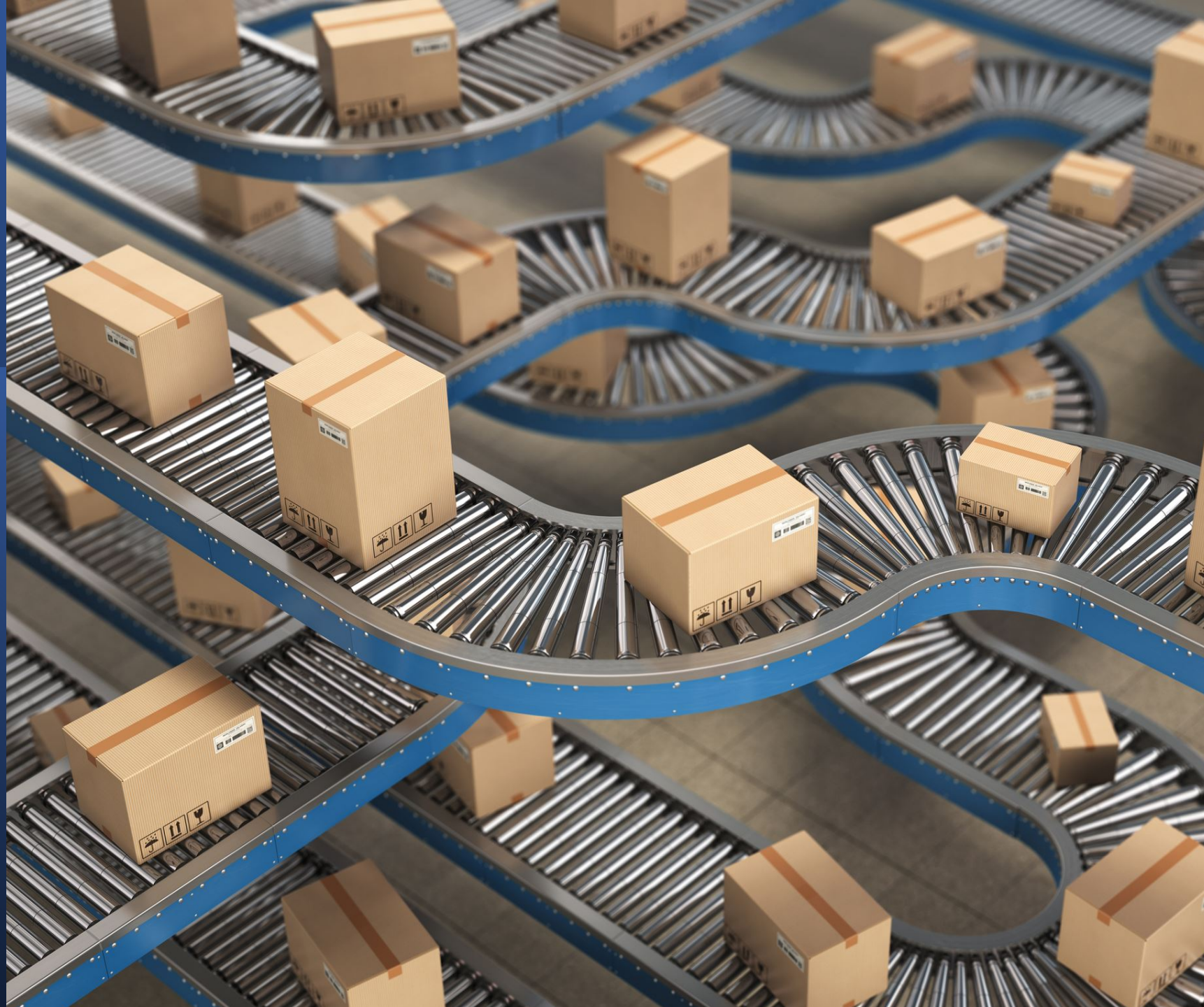
# Definition

So – what is autistic courtesy? Here is my very brief definition:

***a behaviour, communication, or action that proactively demonstrates respect and courtesy for autistic ways of being.***



# Import Export Model of Shutdowns





# Imagine You are a City

- Autism + Environment = Outcome
- You are dependent on external variables (like most cities)
- Import – export business is healthy
- Energy flows in and you are productive in many different ways and 'products' flow out



# Disaster

- Energy supplies are cut – blackout
- You have literally no control of this whatsoever
- Your resources are soon used up
- Exports reduce and then grind to a halt
- You are totally non-productive and at the mercy of others to fix the energy supply
- ...and yet you get the blame
- And as soon as you regain any energy you need to use it for repairing the damage
- ...and yet others expect you to be productive straight away





# The Luge versus the Pinball

Does your brain  
speed from A to B  
with no distractions?

Or is it more like the  
pinball?

# The Common Argument: "But – that's not reasonable!!!"

It's too  
expensive

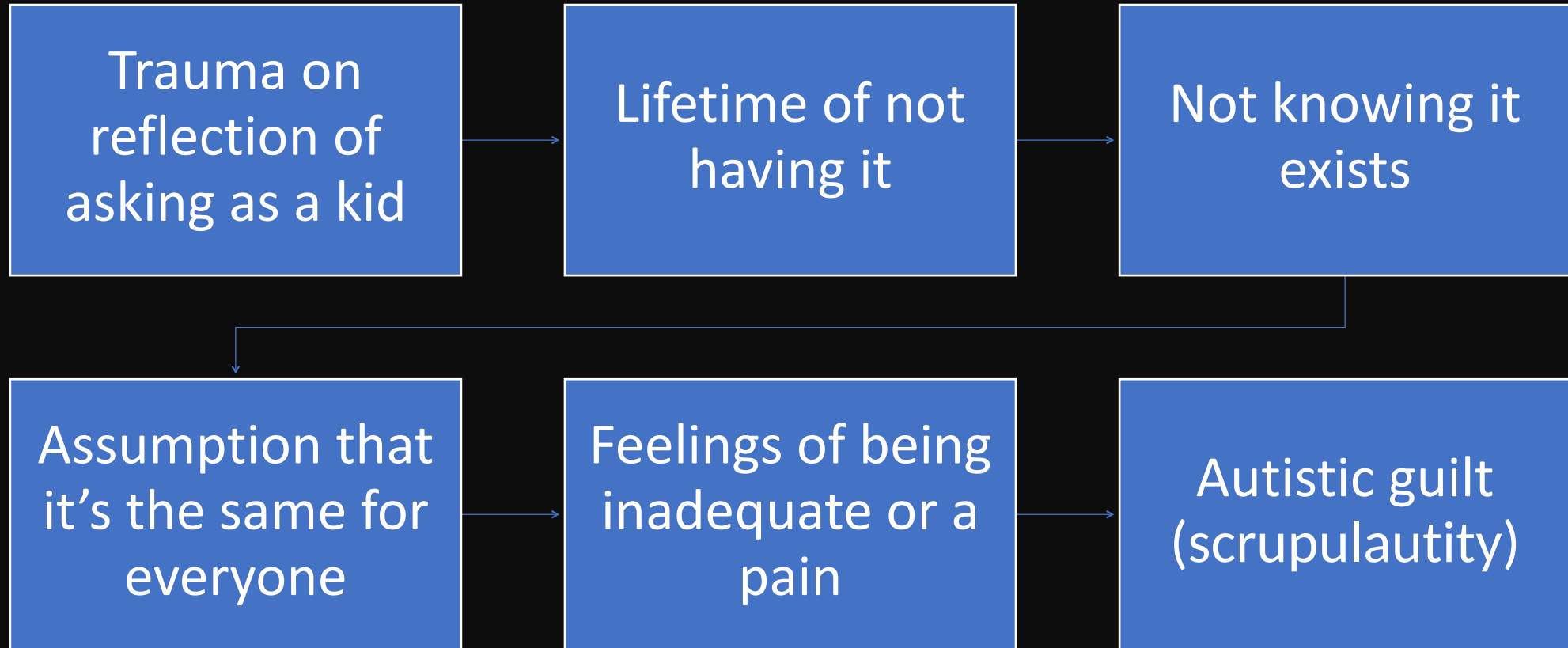
It takes too  
many  
resources

...and it's **only  
for one  
person**

...except, it's  
not, is it?



## Some Issues with Autistic Courtesy





# The Autistic Narrative



# Reasons for Non-Disclosure

1

Fear of being gaslit

2

Fear of being exposed to the notion that you are not really autistic but claiming to be to further your writing/narrative/work

3

Fear of there being less chance of your work being taken seriously

# RAs in Relation to Books

- Section on terms with justification
- At least some level of consultation with the audience they are written for
- Trigger warning for any content that might cause issues
- Non-pejorative language throughout unless there is a good rationale for not doing so (I'm not sure that there ever can be?)
- Never the inference that what is applicable to one person is equally as applicable to all
- Written to the audience not about them



## Events - Conferences

Clarity of Information

Autistic Involvement

Provide as much information  
prior to the course as feasible

# Accessibility

Concessions

Remote access and steaming access

Recordings

Offer of headphones

Break out rooms

Safe spaces

Variety of seating

Reserved spaces

Quiet ambience

# Examples of Poor Practice

1. No autistic speakers
2. No autistic involvement
3. No acknowledgment that, by definition, everyone in the room was autistic – no adjustments at all, so far as I could tell
4. No prior program – just start and finish time
5. No trigger warnings over any of the content
6. Only one perspective of autism put forward that was incredibly negative
7. Lots of statistics – doom and gloom
8. Incredibly male-orientated and no intersectionality
9. Absolutely no signposting

# Identification of Autism – Some Issues

- Gate keeping
- Waiting lists
- Commodification
- Inconsistent interpretation and expertise
- Misplaced ableism
- Encouragement of severity levels

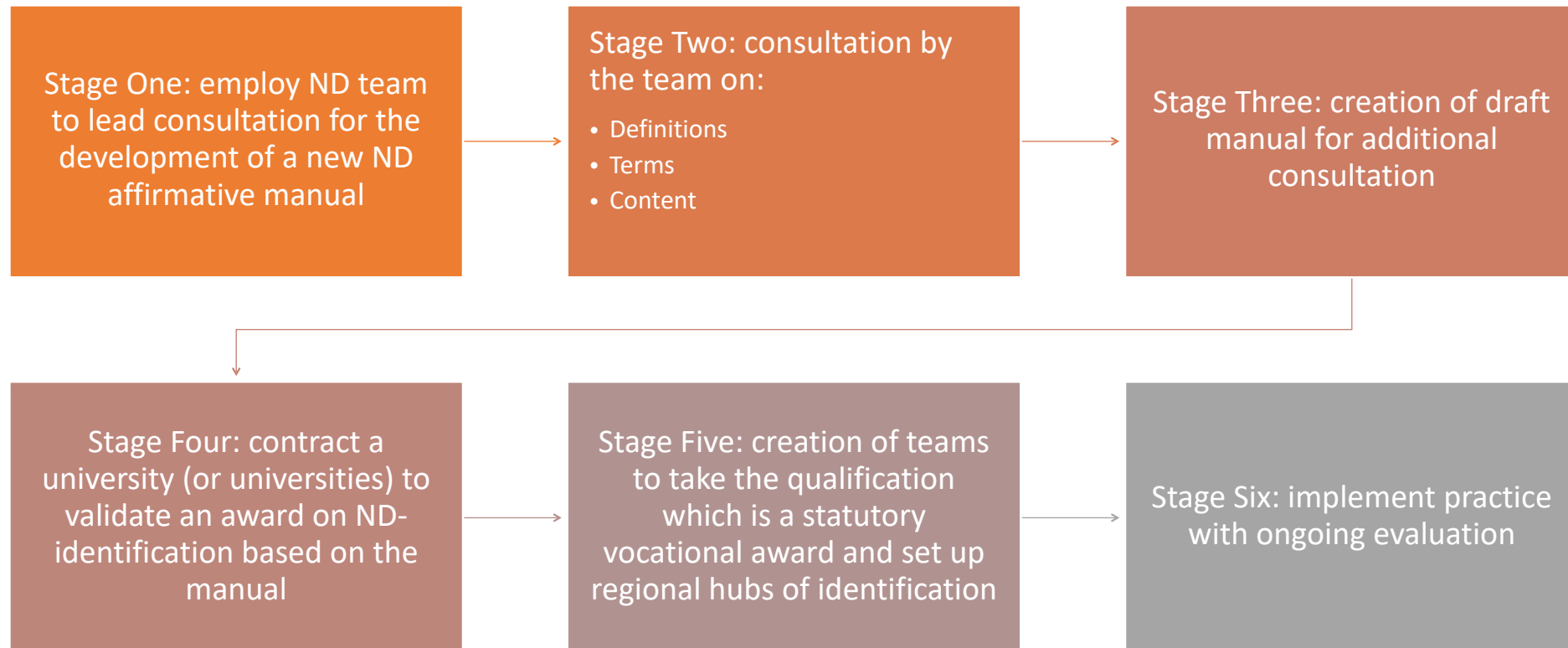


# Possible Adjustments

RA: idea of a neurodiversity manual rather than medical model tomes:

- Neurodivergent-led consultation and development of the manual
- Acceptance and agreement at all levels of society that such a manual holds the same 'weight' as DSM/ICD
- Development of ND-specific training pathways to create populations of individuals capable and responsible for identification

# Process for the manual



# Adjustments (continued)

- Re-write of diagnostic terminology to represent autistic profiles rather than being based on a lesser model
- Complete aversion to judgmental comparison-based models
- Eradicate the notion that autism can be 'ruled out' based on observable behaviour (or lack of)

## Reports

- Non-pejorative language and/or neuro-neutral and/or neuroaffirmative terminology throughout
- Introduction identifying how they are written – or, even, two reports
- Develop the idea of constellation/multi-dimensional model – or doughnuts!!!
- Provide full overview of the individual rather than 'what is wrong' with them
- Sensory profile as standard

## Post-Identification

- Not time limited
- Variety of options
- Autistic-led

# Quick word on energy

- One of the best days of my life – but where is the sea???
- Ironman triathlon complete
- Am I expected to repeat the following day???





A black and white photograph showing two hands clasped together in a firm, supportive grip. The hands are positioned in the center of the frame, with fingers interlaced. The person on the left is wearing a dark suit jacket, and the person on the right is wearing a dark suit jacket with a white shirt cuff visible. The background is dark and textured, possibly wood. The word "Kindness" is written in a white, sans-serif font across the center of the hands.


Kindness



# Important Concept

Being kind to yourself is an  
*imperative* component of being kind  
to others





$3 \times 3 \times 3 = 27$  –  
any questions?

