

Neurodiversity and Inclusion

What is Neurodiversity?

Neurodiversity is the natural variances in human cognition that lead to differences in the way we learn, communicate, and behave. Neurodiversity includes neurological conditions such as autism spectrum disorder, developmental delays, ADHD, social anxiety disorders, dyslexia, etc.

Why is it important?

Millions of adults struggle to navigate the workplace due to challenges with conditions like autism, social anxiety disorder, dyslexia (otherwise known as neurodivergent), and many of these employees already work at your company. The protections and accommodations for adults with disabilities is clear, but identifying many cognitive conditions can be difficult and there are no supports or systems in place to help managers effectively create inclusive environments for all individuals.

Neurodiverse individuals also bring strong skills and talents to markets that currently have a shortage of workers and can bring new perspectives to a company's efforts to create or recognize value.

How can Rethink help?

Rethink's Neurodiversity Center will train HR and all management staff to better understand, adapt and accommodate individuals with cognitive variances that can cause communication, behavior and job performance issues. We make sure:

- Employees have the right accommodations
- Employers have a more diverse workforce and are compliant with the ADA and EEOC
- Employers will benefit from having more engaged and loyal employees in an inclusive culture to remain employers of choice

Discover why leading Fortune 100 companies choose Rethink Benefits to help them increase productivity and innovation, while improving morale, engagement and retention.

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Rethink's Neurodiversity Inclusion Center

We combine an e-learning center approach with teleconsultations delivered by expert clinicians (BCBAs) for a combined service model.



Teleconsultation Support

*Clinical support system
with trained experts*



E-Learning

*Engaging video modules
to train managers and
neurotypical employees*

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BENEFITS