

Index

- Action for Autism (AFA), 191, 193
- Advisory, Conciliation and Arbitration Service (ACAS), 149
- Advisory organizations, engagement with, 98
- Advocacy, 49–50, 53
- Allies, 46–47, 50–51
- Allyship, 47–49
- Amaze Charitable Trust, 187
- American Community Survey (ACS), 8–9
- Americans with Disabilities Act (ADA), 45–46
- ANOVA, 54–55
- Anti-discrimination legislation
 - ASD, 143–163
 - efficacy of, 142
 - in United Kingdom, 147–149
- Asperger’s syndrome, 85, 143–144, 150, 158, 170, 172–174, 176
- Attention deficit disorder (ADD), 85
- Attention deficit hyperactivity disorder (ADHD), 85, 112
- Australia, and New Zealand Banking Group Limited (ANZ), 184, 186
- Autism, 4–5, 7, 65–66, 86, 112
- Autism @Work Playbook, 11
- Autism At Work (AAW), 181, 187
- Autism Network, 193
- “Autism skills” mapped onto labor market skills, 9
- Autism Spectrum Disorders (ASD), 4–5, 24, 45–46, 85, 112, 119, 124, 141–143, 163, 184
 - anti-discrimination legislation in United Kingdom, 147–149
 - business case arguments, 144–145
 - and disability policy, 114–119
 - disability theories, 144
 - disclosure, 99–100
 - employment, 145–147
 - employment tribunal service in United Kingdom, 149–150
 - Employment Tribunal Service
 - statistics, 152–157
 - future workplace changes, 162–163
 - historical overview of ASD in India, 184–185
 - outcomes, 161–162
 - sample of claims of discrimination on basis of disabilities, 157–161
 - specific challenges, 98–99
 - statistics connected to current ASD in India, 184
 - statistics in Trinidad and Tobago, 113–114
 - tribunal claims in relation to autism spectrum disorders, 150–152
 - workers, 86–87, 89
- Autism-Spectrum Quotient (AQ), 77–78
- Autistic Disorder, 143–144
- Awareness education and training, 96–97
- Barclays in banking and financial services, 186
- Black letter law, 67
- Budgetary government, 125–126
- Bureau of Labor Statistics (BLS), 8–9
- Business
 - case arguments, 144–145
 - organizations, 186
- Camouflaging, 7
- Capgemini, 184, 186

- Career advancements, 188
- Career development, 74
- Career progression
- analysis, 54
 - current study, 51
 - design, 52
 - incivility, 50–51
 - limitations, 60
 - measures, 53–54
 - mentorship, 50
 - participants, 51–52
 - procedure, 52–53
 - results, 54–55
 - self-advocacy and allyship, 47–49
 - self-determination, advocacy, and self-esteem, 49–50
- Career-Adapt-Abilities Scale, 77–78
- Careers in STEM, 12
- CARICOM Human Resource Development 2030 Strategy, 117–118
- Childhood Disintegrative Disorder, 143–144
- Children Act, 124
- Cisco, 184, 186
- Cisco Systems India Private Limited (CISCO), 183
- Compassion, 34–35
- Corporate law firms, 66–68, 75–76
- Data
- analyses, 93–94
 - collection procedures, 8, 93
- Dell, 184, 186
- Developmental disability, 113
- Developmental disorders, 112
- Diagnostic and Statistical Manual of Mental Disorders (DSM)*, 4–5, 143–144
- Disability, 119–124
- champions, 47
 - policy, 114–119
 - theories, 144
 - in Trinidad and Tobago, 113–114
- Disability Affairs Unit (DAU), 124–125
- Disability Discrimination Act, 1995, 147
- Discrimination. *See also* Anti-discrimination legislation, 141–142
- Diverse workforce, 8
- Domestic Law, 122–124
- Double jeopardy, 4
- Draft Education Policy Paper (DEPP), 114–115, 117–118
- Dyscalculia, 112
- Dyslexia, 85, 112
- Dyspraxia, 85, 112
- Ecological systems theory, 11–12
- Education Act, 123–124
- Effective strategy, 53
- Emotional labor, 32
- Empathizing–Systemizing theory (E–S theory), 8
- Empathy, 34–35
- Employers, 130–132
- challenges faced by, 91–93
- Employment, 45–46, 90–91
- Employment Tribunal Service statistics, 152–157
- in United Kingdom, 149–150
- Equal Opportunity Act, 123
- Equal Opportunity Commission of Trinidad and Tobago, 119
- Equality Act 2010, 87, 141–142, 147–148
- Equality Duty, 147
- Equality legislation, 161–162
- Ernst & Young (E&Y), 184, 186–187
- Facilitation, awareness, connection, exposure, and support framework (FACES framework), 12, 15
- Flexibility stigma, 29
- Ford, 184
- Fusion of heavy elements, 74–75

- Generation A, 5, 12, 88, 112–113
 individuals with ASD, 132
 Global Self-esteem, 54
 Government, 124, 126, 129–130
 Groupthink, 89

 Heating, ventilation, and air
 conditioning (HVAC), 9
 High Functioning Autism (HFA),
 179–180
 Human resource (HR), 86, 159
 Human resource management (HRM),
 86

 Ideal worker schema, 29–30
 ILO Discrimination (Employment and
 Occupation) Convention,
 1958 (No. 111), 121
 ILO Vocational Rehabilitation and
 Employment (Disabled
 Persons) Convention
 (No. 159), 121–122
 Incivility, 50–51, 54
 Inclusive Education Policy (IEP),
 114–115, 118–119
 Inclusive human resource management
 practices, 86
 Individuals with autism pursuing
 STEM, 4–6
 Institutional government,
 124–125
 Institutions, 124
 Integrated Postsecondary Education
 Data Systems (IPEDS),
 8–9
 International Law, 120–122
 Inventory of Inter-personal Situations
 (ISS), 77–78

 JPMorgan Chase & Co, 186
 Jurisdictions, 141–142

 Labor market, 5
 trends, 8–10
 Labor/workplace policy, 119
 Law, 66–67, 119, 124

 Legal profession, 69–75

 Main sequence stage of legal career,
 72–73
 Management practices, 93
 Mental Health Act, 124
 Mentorship, 50, 54
 Microsoft, 184, 186

 National Child Policy (NCP),
 114–117
 National Health Service (NHS), 112
 National Policy on Persons with
 Disabilities (NPPD),
 114–116
 Neuro-Diverse Center of Excellence
 (NcoE), 187
 Neurodiverse conditions, 112
 Neurodiverse workers
 challenges faced by, 91–93
 effective traits of, 88–89
 Neurodiversity, 66, 85, 185–186
 implications for practice, 103–104
 limitations and future research, 104
 literature review, 87–93
 method, 93–94
 results, 94–101
 theoretical implications, 102–103
 theoretical lenses for managing,
 89–90
 Nongovernmental organizations
 (NGOs), 124–127, 132, 187,
 189
 Not Otherwise Specified (NOS),
 143–144
 “Nothing about us without us”
 interpretation, 75–79

 Onboarding, 187–188
 Organizational support of PASDs,
 35–37

 Parent Child Training Program
 (PCTP), 191
 Parents of children with ASD
 (PASDs), 25

- organizational support of, 35–37
- outcomes of being PASD for
 - employees and organizations, 33–35
 - workplace experiences, 26–33
- People with ASD. *See also* Autism Spectrum Disorders (ASD), 46, 86–88
 - benefits of employing, 100
 - challenges for, 98, 100, 194–195
 - current management, 94
 - future plans on employing, 101
 - individual consideration, 96–98
 - outcomes of employing, 100–101
 - psychological safety theory, 90
 - social identity theory and, 89–90
 - world for, 195–196
- Persons with Disabilities Act (PWD Act), 193, 195
- Pervasive Developmental Disorders (PDD), 143–144
- Policy, 114–115
- Positive discrimination, 147–148
- Prevalence studies, 6
- Professional Associations, 78–79
- Professional service firms, 65–66
- Projected job growth rate, 9–10
- Proto Star, 70–72
- Psychological safety theory, 90
- Public Sector Investment Program (PSIP), 125–126

- Qualitative employment strategies, 53

- Recruitment practices, 187
- Red Giant, 73–74
- “Refrigerator-mother” syndrome, 31
- Regional Law, 122
- Rehabilitation Council of India (RCI), 193, 195
- Relationship building and engagement, 187–188
- Resiliency, 34
- Rights of Persons with Disabilities (RPWD), 195

- SAP Labs India, 184, 186–187
 - Trust with Autism, 188–189
- Savant Syndrome (SS), 179–180
- Science, Technology, Engineering, and Math (STEM), 3–4
 - disciplines, 3–4
 - individuals with autism pursuing, 4–6
 - women in, 4
 - workforce, 4, 11–12, 14–15
- Self-advocacy, 47–49
- Self-advocates, 46–47, 50–51
- Self-determination, 49–50
- Self-Determination Inventory (SDI), 53
- Self-esteem, 49–50
- Social identity theory, 89–90
- Social Sector Investment Program (SSIP), 126
- Soft/technical/hard skills, 9–10
- South-West Regional Health Authority (SWRHA), 113
- Stellar Evolution
 - legal profession, 69–75
 - “nothing about us without us” interpretation, 75–79
- Stigma, 29
- Strongly agree (SA), 54
- Strongly disagree (SD), 54
- Supernovae, 75

- T-Tauri, 72
- Talent management, 65–66, 69–70
- Training, 187–188
- Transfer of Undertakings (Protection of Employment) Regulations 2006 (“TUPE”), 159
- Transition stakeholders and structures, 10–12
- Tribunal claims in relation to autism spectrum disorders, 150–152
- Trinidad and Tobago, 112–113
 - ASD, disability, and law, 119–124
 - ASD and disability policy, 114–119

- disability and ASD statistics in, 113–114
 - institutional framework, 124–127
 - recommendations, 129–132
- Two Ticks symbol, 48
- United Kingdom (UK), 141–142
- anti-discrimination legislation in, 147–149
 - employment tribunal service in, 149–150
- United Nations Convention on the Rights of Persons with Disabilities, 120–121
- United Nations Convention on the Rights of the Child, 121
- “With us to benefit us” perspective, 78
- Women in STEM, 4
- Women with autism, 4, 6, 8
- application, 12–15
 - bridging gap, 8–15
 - data collection, 8–10
 - individuals with autism pursuing STEM, 4–6
- Women with disabilities, 4, 6–7, 11–14
- Workforce, preparing for transition to, 10–12
- Workforce Innovation and Opportunity Act (WIOA), 45–46
- Working parents (parenting children with ASD), 24
- Workplace experiences
- organizational support of PASDs, 35–37
 - outcomes of being PASD for employees and organizations, 33–35
 - of parents of children with ASD, 26–33
- World Health Organization (WHO), 113–114, 184