

# Benefits and Well-Being Resources to Support Neurodiversity



We are committed to supporting you and your family. We foster an inclusive culture where our strengths and differences are celebrated. Explore these available programs and resources designed to help you thrive.

Neurodiversity is the concept that people experience, interact with and interpret the world in unique ways. Neurodivergent people’s brains work differently from the average or neurotypical person. They bring unique perspectives to the workplace, including empathy, creativity and problem-solving skills.

A 2x2 grid of four stylized head icons. Top-left: a black head profile on a teal background with three concentric circles inside. Top-right: a teal head profile on a yellow background with a grid pattern inside. Bottom-left: a teal head profile on a light green background with horizontal lines inside. Bottom-right: a white head profile on a magenta background with a grid of dots inside.

[Explore neurodiversity resources on WellBeingAtAECOM.com](#)

Enhance your understanding of neurodiversity with valuable articles and information, available to all AECOM employees.

[Get unlimited support with the Employee Assistance Program](#)

Access free and confidential support 24/7 for any concern. Browse the online library for information on attention-deficit disorder (ADD), attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder (ASD), Asperger syndrome and more.

[Tap into mental well-being resources with Koa Health Foundations](#)

Improve your emotional well-being with a flexible, comprehensive digital program. Use the tools and resources to build resilience, reduce feelings of anxiety and stress and adapt to change and everyday challenges.

[Connect with others in the well-being community](#)

Connect with your colleagues from around the world to share resources and ideas about neurodiversity in the workplace. Join an **Employee Resource Group** to build relationships with other colleagues and offer your unique perspective.

[Access neurodiversity courses on LinkedIn Learning](#)

Discover valuable courses that focus on neurodiversity in the workplace on LinkedIn Learning, including topics on ADHD, anxiety, assistive technology, inclusion and equity.

Top ways to support employees with neurodiversity:

Provide early notice when there are changes to a work request and give time for adjustments.

Be patient, clear and concise when communicating.

Work collaboratively to solve any challenges.

Be willing to accommodate needs.



**Neurodiversity is a strength in the workplace. Companies open to diverse ideas and talents tend to outthink and outperform competitors.**



Explore [WellBeingAtAECOM.com](#) for more information on well-being benefits and programs and register for your own personal account.