

Understood.org's 2024 Neurodiversity at Work Survey

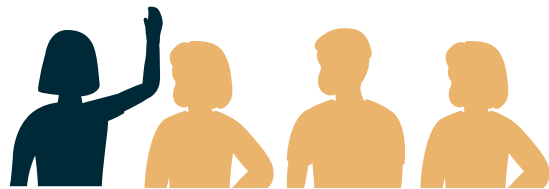
New research from Understood.org highlights the challenges and opportunities that people with learning and thinking differences, like ADHD, dyslexia, or dyscalculia, face in the workplace today.



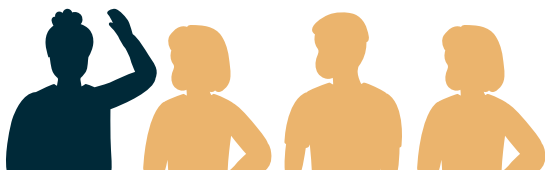
Among all respondents...



The majority of U.S. adults (**69%**) know that employers are required to provide accommodations to employees with disabilities. But **6 in 10 (60%)** feel there's a stigma around asking for support.



Nearly **1 in 4 (23%)** think that only employees with disabilities can ask for accommodations in the workplace.



About **1 in 4 (24%)** have asked an employer for a workplace accommodation.



More than **1 in 3 (36%)** mistakenly believe that employers aren't allowed to discipline or fire employees who have accommodations.



2 in 3 U.S. adults who have asked for a workplace accommodation (**66%**) received accommodations that improved their work experience.



More than **4 in 5** agree that providing employees with accommodations is a form of workplace equality (**85%**), and that accommodations make the workplace better for everyone (**83%**).

Among people who are neurodivergent or have learning or thinking differences...



About **6 in 10 (59%)** worry that disclosing their condition would negatively affect them in the workplace.



Almost half (**49%**) don't know who in their company to talk to about requesting a workplace accommodation.



More than **6 in 10 (64%)** feel comfortable asking their employer for accommodations.

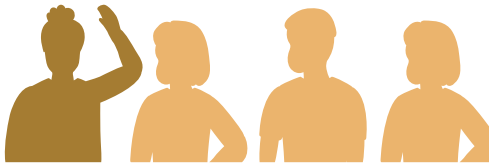


Nearly **7 in 10 (69%)** say their employer is very understanding of what they need to help them succeed at their job.

Among those who requested accommodations...



About **3 in 10** regretted asking for an accommodation (**32%**), or received ones that weren't helpful (**30%**).



Nearly **1 in 4 (23%)** report that they lost a job or were demoted because they asked for workplace accommodations.

Understood.org's Neurodiversity at Work Survey, conducted in April 2024 via The Harris Poll, surveyed 2,088 U.S. adults ages 18-plus, of whom 518 are neurodivergent, have learning or thinking differences, or have been diagnosed with ADHD, dyslexia, or dyscalculia.