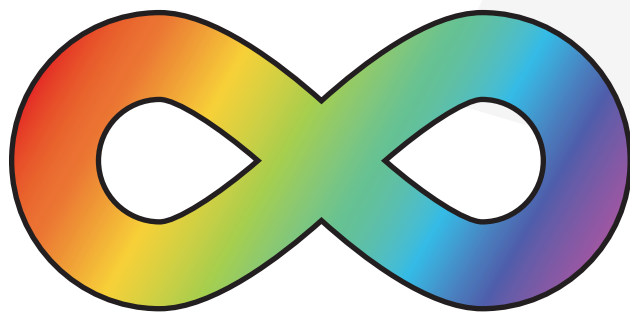


# April is Autism Acceptance Month

Join MSOE all month  
long as we embrace  
neurodiversity!



Watch for emails, flyers and  
programming that seeks to  
educate our community on  
neurodiversity

**“I am different, not less”**

- Temple Grandin, autistic academic  
and animal behaviorist



# April is Autism Acceptance Month



Many people are aware of autism, but may be unknowingly not accepting.

## Things you can do to be accepting:

- ***Use clear concrete language to communicate***, not metaphors or abstract language
- ***Know that for some people stimming behavior or talking about special interests serves a purpose***, not shaming them for these behaviors
- ***Understand that everybody communicates differently***, not take lack of eye contact or bluntness as rude
- ***Give them time to process information***, not assuming that they don't know something just because they didn't respond right away
- ***Give them space to show off their unique talents and skills***, not assuming a limit to what they are capable of
- ***Acknowledge their positive traits and strengths***, not just focusing on deficits and challenges

True autism acceptance is not seeing autism as something that needs to be cured or a disease to be eradicated.

**“I am different, not less”**

- Temple Grandin, autistic academic and animal behavioralist



# Autism is a spectrum

Autism is a spectrum, so everyone presents differently. Some people need more support, some need less, some can mask their traits well, and some don't mask at all.

## The autism spectrum isn't linear.

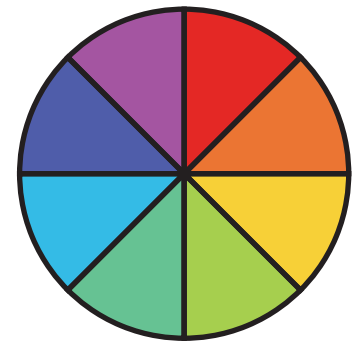


Slightly autistic  
Low support

Very autistic  
High support

## The autism spectrum is more like this:

- |                                                                                                    |                                                                                                      |
|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
|  Social skills    |  Stimming           |
|  Fixations        |  Perception         |
|  Routines         |  Executive function |
|  Sensory issues |  Other            |

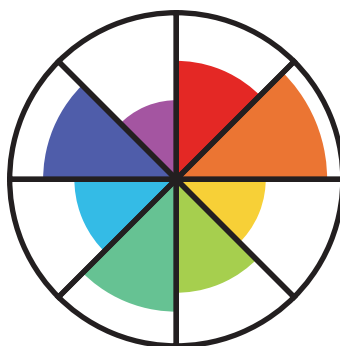


There are many symptoms and traits of autism, but not all autistic individuals have the same combination at the same intensity.

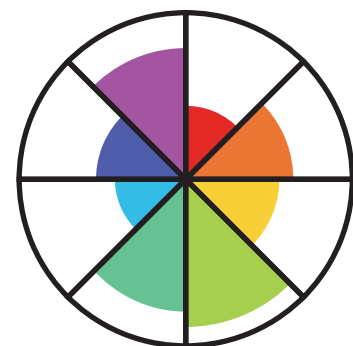
## Autism affects each person differently.



Person A



Person B



Person C

**“When you meet one person with Autism,  
you’ve met one person with Autism”**

- Dr. Steven Shore, an autistic professor of special education

# Positive traits of autism

Some view autism just as a collection of deficiencies, but in actuality individuals on the spectrum have a collection of strengths along with those deficits that make them who they are. Some common traits among autistic people include:



**Excellent memory & creative**



**Straightforward, direct, & honest**



**Factual knowledge & accuracy**



**Strong sense of justice & decisive**



**Open, honest, & transparent**



**Compassionate & forgiving**



**Analytical & able to see patterns**



**Non-judgmental & authentic**



**Passionate & hyper-focused**



**Unique perspectives**

# What is neurodiversity?

Neurodiversity is a term used to describe the wide variations of human minds.

It's frequently used to refer to people on the autism spectrum, but can also refer to those with ADHD, dyslexia, dyspraxia, Tourette's and some others.

A neurodivergent person's brain develops and functions differently than what is considered typical or expected by society. The opposite of this term is neurotypical.

## What is autism?

Autism Spectrum Disorder is a disability that affects how people behave, communicate, interact, and learn.



Individuals can be diagnosed with autism in childhood or as an adult. Autism is a lifelong disability.

Although autism presents differently in each person, there are some common traits that many autistic people have.

### Common behavioral traits

- Consistent routines
- Series of repetitive rituals
- Trouble regulating emotional responses
- Upset when something unexpected happens
- Likes to work independently
- Strong reaction or no reaction to stimuli (light, taste, feeling, temperature, clothing, etc.)

### Common communication traits

- Finding small talk difficult
- Taking things literally
- Trouble reading social cues
- Difficulty reading body language or faces
- Difficulty making eye contact
- Blunt in assessment of people or things
- Dominating conversations with excessive information on specific topics