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## Explanatory Disclosure Booklet Study

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Oral Presentation O12.1

## **EXPLANATORY DISCLOSURE BOOKLET STUDY**

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The high prevalence of unemployment and underemployment within the Autism community is an issue that is only exacerbated by public misunderstanding of this complex condition. Many individuals with Autism work alongside coworkers and supervisors who are unknowledgeable about the disorder, which promotes the development of misconceptions regarding the individual's ability to function in the workplace. Despite frequent recommendations both for and against the use of explanatory Autism disclosure in work settings, there is a lack of empirical research directly assessing stakeholder perceptions of such disclosure. This small sample, exploratory study evaluates the implementation of an explanatory disclosure strategy (i.e., the use of an Autism Spectrum Disorder disclosure booklet) on the basis of gathered perceptions from the perspectives of three key stakeholders: the client/employee with ASD, the supported employment staff (e.g., case managers, job coaches), and non-ASD coworkers. Research was conducted in collaboration with the supported employment services office of United Cerebral Palsy (UCP). Workers with ASD were invited to develop individualized disclosure booklets which were shared with and evaluated by the key stakeholder groups. Results provide a quantitative and qualitative description of perceived benefits and risks of such disclosure.