

# Upcoming Events

- Mock Interviewing with Alumni on February 19<sup>th</sup> at 7 pm in JLB Room 003
- How to Leverage Your Masters' Degree on March 6<sup>th</sup> at 6 pm in the Livingston Student Center
- Business Conference on March 27<sup>th</sup> at 8:30 am in the Livingston Student Center
- Mental Health in the Workplace on April 17<sup>th</sup> at 6 pm in the Livingston Student Center

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### Neurodiversity in the Workplace February 7<sup>th</sup>, 2020

Paul Austin, Senior Software Development Manager at IBM, spoke with students and HR professionals on February 7<sup>th</sup> about the importance of Neurodiversity in the workplace. He explained how companies should reevaluate their processes from recruitment to retention to accommodate for these employees.

Specifically speaking about employees with Autism, Paul suggested companies should have clear communication, provide frequent breaks and train management/staff to understand autistic behavior.

He shared a story with the group about managing two interns with Autism who were being too loud in the workplace. His employees warned Paul about their behavior. Paul calmly went over to the two interns to discover they were trying to understand their tasks through a YouTube video. Paul then went-

-to his employees who spoke about the two interns to learn they just wanted to make sure the interns were safe.

To close out the night, Paul provided ways the group can make a positive change in the workplace with individuals with Autism. Some ways to get involved are reading books about the subject, volunteering with local nonprofits to learn more, and starting a community on campus or at work. Most importantly, listen to those individuals with Autism.

