



# NEURODIVERGENT WORKING

*Helping workplaces become  
neuroinclusive and neuroaccessible*

## Neuroinclusive Language and Representation



“autistic” as a verb or noun \*

- ∞ “She is autistic.”
- ∞ “Like most autistic individuals, they prefer identity-first language.”
- ∞ “Not all autistics have the same preferences.”

“neurotypical” (to refer to people who aren’t neurodivergent)

“allistic” or “non-autistic” (to refer to people who aren’t autistic)

descriptions of support needs when relevant and appropriate

- ∞ “They have some support needs in everyday activities.”

“non-speaking”

infinity symbols ( ∞ )

- ∞ gold for autism
- ∞ rainbow for neurodivergence



outdated/person-first/euphemistic terms

- ∞ “He has autism.”
- ∞ “a little bit autistic”
- ∞ “on the spectrum”
- ∞ “Asperger’s/Aspies”

“normal”

functioning labels

- ∞ high-functioning or low-functioning
- ∞ ASD level 1/2/3

“non-verbal”

puzzle pieces, primary blue, anything associated with Autism Speaks

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*\* This is the generally accepted default in the US, but if someone tells you they have a different preference, honoring that preference is always the respectful thing to do.*