



April is Autism Acceptance Month

From autism awareness to autism acceptance

While Autism Awareness Month helped us understand autism spectrum disorder (ASD), a developmental disability caused by differences in the brain, Autism Acceptance Month facilitates support for people living with ASD. An ASD diagnosis can be the cause of mild to significant challenges with behavior, communication and learning.

Accepting and appreciating each other's differences contributes to positive change for children and adults who have ASD, and their families. In the U.S.:

1 in 44 children
is diagnosed with ASD



2% of adults
are estimated to have ASD

How can you practice acceptance?

- **Understand the symptoms of ASD.** When you recognize them in someone, make them feel comfortable. Some people may avoid direct eye contact because it makes them uncomfortable. Be aware and adapt your communication style without making it a big deal.
- **Educate others about ASD.** Share information with those closest to you. When you see a situation involving microaggression or other discriminatory behavior, use it as a teaching moment to model a better way to handle the situation.
- **Focus on the positive.** People with ASD have many positive traits such as honesty, passion for specific topics, creativity and a strong sense of justice.

Accepting people with ASD opens the door to new opportunities, makes the community more inclusive and changes how we support people with ASD at home, school and in the community.

For more information and helpful resources, contact your Employee Assistance Program at 1-866-580-9046 (TTY 711) or go online to MagellanAscend.com.

