



FASD: What Employers Should Know

Fetal Alcohol Spectrum Disorders (FASDs) are a group of diagnosable medical conditions that can occur in a person who was exposed to alcohol before birth. Effects are lifelong and can include mental health conditions, learning disabilities, sensory issues, and physical manifestations such as heart defects, hearing and visual impairments, and more.

Talking about the workplace? Give **FASD** a Seat at the Table.



Helpful workplace accommodations for employees with FASD may include:

- Frequent breaks
- Calm, structured environment
- Sensory supports
- Mentors who model co-regulation
- Frequent check-ins for understanding
- Support with memory and recall
- Consistent scheduling
- Resources for financial literacy
- Scaffolding to encourage time management
- Assistance with cash-handling
- Prompts for task initiation

Employees with FASD may perform very well in tasks that involve:

- Verbal engagement
- Customer support
- Problem solving for others
- Artistic and creative work
- Hands-on work
- Sales
- Caring for others
- Hospitality

In addition, an employee's functions can vary day to day with FASD.

What is Executive Function?

Executive function refers to a group of key mental skills and abilities. The three main executive skills are **working memory**, **flexible thinking**, and **inhibitory control** (including self-control). But executive function covers other abilities, too, like focusing, managing time, and thinking things through before acting.

Employees with FASD will operate with various levels of executive function.

FASD is a developmental disability resulting in neurodiversity, similar to Autism or ADHD.

Each person with FASD is unique with different strengths and abilities and can make great employees when supported meaningfully. Getting to know the person and their talents, as well as their disability's needs helps create the best environment for successful employment.



Pathways to Employment Success

- **Job Fit is Important** – In a job with a good fit, success is experienced through a sense of independence, increased confidence and pride, enjoyment of work, and gaining new skills.
- **Relationships are Key** – When employees with FASD have personal supports and positive relationships with their supervisors and co-workers, they are more likely to experience employment success.