

## Kennedy Krieger Institute

# Neurodiversity in the Workplace: Practical and Ethical Considerations for Neurodiversity Inclusion in Organizations



**Tracy Waller, Esq., MPH**, is a staff attorney with the Maryland Center for Developmental Disabilities (MCDD). Prior to joining the MCDD, she clerked for the Honorable Lawrence P. Fletcher-Hill of the Circuit Court for Baltimore City. She was also a member of the American University Women and the Law Clinic. Prior to and concurrent with law school, she spent several years as an Ethics Specialist for the U.S. Food and Drug Administration. She is licensed to practice law in Maryland and Washington, D.C.

**Maureen van Stone, Esq., M.S.**, is the director and assistant vice president of the Maryland Center for Developmental Disabilities (MCDD) at Kennedy Krieger Institute and the founding director of Project HEAL (Health, Education, Advocacy, and Law), a MCDD community-based program. [Click](#) to read presenter's bio.

**Date:** Wednesday, July 24, 2024

**Time:** 9 a.m. to 12:15 p.m. EST

**Where:** 7000 Tudsbury Road, Baltimore, MD 21244

**Objectives:** Participants will be able to:

1. Discuss the importance of equitable inclusion of neurodiverse people in workplaces.
2. Describe the ethical considerations and legal protections available at all stages of the process: from interviewing to hiring to working with others.
3. Describe reasonable accommodation and recognize how they can impact and improve workplace relationships.
4. Recognize communication gaps and apply strategies for conflict resolution and inclusive education for successful outcome.

*Neurodiversity touches one in eight people around the world. Although people who identify as neurodivergent may bring new perspectives to an organization's efforts to create or recognize value, they are much more likely to be unemployed compared to their neurotypical counterparts. Promoting a cultural shift of inclusion for neurodivergent individuals in the workplace is critical to expanding diversity within organizations. This presentation will expand providers and organization leaders' knowledge on the equitable inclusion of neurodiverse people, implications and considerations for practice, and strategies for facilitating inclusive education among providers.*

**Who Should Attend?** Psychologists, Social workers, Counselors, Educators, Parents and caregivers, Nurses, Clinical and medical staff, Direct support professionals and other community service providers, Speech-language pathologists, Physical and occupational therapists, Community members, Students/trainees.

**To Register,** [Click](#) or Call 443-923-4114

### 3.0 Continuing Education Hours

Maryland Center for Developmental Disabilities at Kennedy Krieger Institute is authorized by the Board of Social Work Examiners in Maryland to sponsor social work continuing education programs, and maintains full responsibility for this program. Kennedy Krieger Institute is approved by the American Psychological Association to sponsor continuing education for psychologists. Kennedy Krieger Institute maintains responsibility for this program and its content. 3.0 Continuing Education Credits (Category 1) will be granted to social workers and licensed psychologists. A Certificate of Attendance will be made available for all other disciplines. No conflicts have been identified (this includes commercial support and research grants/funding). The registration fees include: \$60 registration fee will be charged for professionals, \$20 registration for parents/caregivers/individuals with disabilities, and \$15 for students/trainees not seeking CE credit workshop registrations.

For more information on our Annual Learning Series or to request accommodation or assistance for individuals with disabilities, please contact us by phone at 443-923-4114, email [Training.MCDD@KennedyKrieger.org](mailto:Training.MCDD@KennedyKrieger.org), or visit [KennedyKrieger.org/MCDDTraining](http://KennedyKrieger.org/MCDDTraining). Requests should be made as soon as possible but at least seven days prior to the scheduled meeting.



Maryland Center for Developmental Disabilities  
at Kennedy Krieger Institute  
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