

Tenney Matthew

From: Jeanné Niphanprasart <jeanne0809@gmail.com>
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To: HHEWD Exhibits
Subject: HB 4041

To whom it may concern,

As an autistic person, employment is a struggle for me. It is said that somewhere around 85-90% of autistics are under-employed or unemployed. In my volunteer work I help admin a group of over One-Thousand autistics and allies. There are a few things that come up around employment on a regular basis.

1. Questions/comments about fears around telling potential employers about their disability. We want to be honest, we know that we are not supposed to be discriminated against, but we also know people don't understand our disabilities and the term disability itself brings negative energy with it. Many employers will engage in ableism - discrimination in favor of able-bodied people because it means less work for them.
2. Fears or concerns about telling a current employer about their disability. People are afraid of losing their jobs or having their employers treat them differently.
3. Feelings of being stuck or burnt out because their workplace doesn't see their accommodation needs as necessary. We don't always know where to turn for help.

All of these things cause people with disability, especially "invisible" disabilities to not be able to find appropriate, long term employment. A team to be able to help address these issues could be a major game changer for those of us who wish for employment but see no path to get there.

I would really love to see this happen.

Thank you,

Jeanné Niphanprasart

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