



# Sensory Inclusion 101

## What can workplaces do to be more sensory inclusive?

Failing to meet the sensory needs of a person with sensory sensitivity can hinder task completion, communication, and social participation, and pose health and safety risks from sensory overload.

Here are some ways your organisation can support those with sensory sensitivities to thrive at work.



**Reduce Noise Levels:** Implement sound-absorbing materials and create quiet zones, quiet times, and designated meeting and social areas.



**Flexible work spaces:** Provide low sensory work areas that people can work from or go to when required.



**Adjust Lighting:** Offer adjustable lighting options, and reduce harsh lighting, and ensure there are no flickering lights.



**Provide Sensory Breaks:** Designate areas where people can take a break from sensory input.



**Regulate the temperature:** Provide a climate controlled – Goldilocks - space that is not too hot or cold.



**Avoid fast moving imagery:** Ensure there is no fast moving or flashing imagery displayed on TVs in public or staff areas.



**Offer Sensory-Friendly Products:** Include items that cater to sensory needs, such as noise-canceling headphones, fidget items, blankets, sunglasses.



**Educate Staff:** Train employees on sensory sensitivity and disabilities, and how to assist customers who may need accommodations or assistance.

**This resource has been co-designed with  
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