

## SUPPORTING EMPLOYMENT

# Adopting a FASD-informed approach to supporting people with FASD

Being FASD informed involves having the right knowledge and skills to foster positive relationships, so that the person feels understood, respected, welcomed and supported.



## To become FASD informed and inclusive, you can:

- ✓ Maintain an awareness and strong understanding of FASD through education and training.
- ✓ Use a non-judgmental and non-stigmatising approach to foster a safe and trustworthy relationship.
- ✓ Use person first language to emphasise that the person is valued as an individual first and that FASD is something they live with.
- ✓ Use clear, simple, and concrete language.
- ✓ Check for understanding instead of assuming the person's level of comprehension.
- ✓ Set goals and break down tasks into more manageable and achievable sections.
- ✓ Regularly check on progress and provide ongoing support where needed.
- ✓ Provide reminders to minimise forgetfulness and increase timeliness.
- ✓ Provide coaching and demonstrate hands-on learning techniques when teaching new skills and tasks and providing opportunities to practice and apply what they have learnt to new situations.
- ✓ Ensure the physical environment is not over-stimulating and limit distractions.
- ✓ Adopt an individualised, flexible and holistic approach.
- ✓ Include close networks of friends and family to support where necessary.

Adopting a FASD informed approach is about being willing to challenge any preconceived attitudes and modifying the work environment to allow them to thrive. The required accommodations will be different for each individual, so it is important to assess these needs on an individual basis.

1. Rutman, D. (2016). Article commentary: Becoming FASD informed: Strengthening practice and programs working with women with FASD. *Substance Abuse: Research and Treatment*, 10, 13- 21.