

# SPRING IS IN THE AIR

March 2023 Issue 2

## NEWSLETTER WELCOME

Spring is the perfect time to celebrate neurodiversity as we head from Developmental Disability Month into Autism Acceptance Month. In this month's issue we will meet an employer partner, Orleans PC, hear a success story from an Upbound candidate, quiz ourselves on the Americans with Disabilities Act, and learn how to create an inclusive workspace in observance of Autism Acceptance Month.

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## MEET ORLANS PC

Orlans PC has been a partner of Upbound since 2022. One of the largest women owned law firms in America, Orleans PC is located in Troy, MI. Their practice is concentrated in secured and unsecured loan resolution including mortgage and auto default, credit card collection, bankruptcy, and more.

Orlans PC stands out as one of Upbound's employer partners thanks to their dedicated team of supervisors, HR, and co-workers who go above and beyond to mentor Upbound Candidates based on their individual learning styles and needs. When asked what they want other employers to know about working with a neurodiverse population, a representative from Orleans stated, "Don't let social skills be the barrier to hiring an Upbound candidate. We've found there are many areas where technical skills are the best asset. My experience has been an Upbound candidate will be very loyal and dedicated to your organization."

If you are interested in working with Orleans PC, apply for a position [here](#)

## MORE HOT JOBS

Follow our QR code to see all available openings



## DISABILITY FACT VS. MYTH

**Fact vs. Myth:** Title 1 of the ADA means that individuals working within a company of 15 or more employees have their disability rights protected.

- Title I prohibits employers from discriminating against qualified employees throughout the employment process (this includes the application process, hiring, firing, pay, trainings, advancement, and more).

FACT

**Fact vs. Myth:** Employers can inquire about your disability during the interview process.

- The ADA prohibits employers from asking questions that are likely to reveal the existence of a disability before making a job offer

MYTH

**Fact vs. Myth:** An individual with a disability can request reasonable accommodation at any time during the hiring and active period of employment.

- Employees are encouraged to request reasonable accommodation when they become aware of barriers that impact their ability to do the job.

FACT

**Fact vs. Myth:** An employer does not have to provide reasonable accommodation if it causes "undue hardship" to the employer.

- Undue hardship can include the cost of an accommodation, available resources, or significant disruption to the employer's operations.

FACT



SUBMIT YOUR  
TESTIMONIAL



## CANDIDATE TESTIMONIAL

I have been working as a CW Automated Driving Systems Development Engineer since June, 2022. It's not an exaggeration to say that working with Upbound has changed my life. I have a degree in Aerospace Engineering but until I worked with Upbound, I could not find a job that used my expertise and skills. Upbound helped me develop my job hunting skills, such as interview prep, especially concerning scenarios that required me to talk about work-related skills in terms of real-life experiences. Staff also helped me learn to present myself in positive ways, and helped me refine my resume.

The most important thing Upbound did for me, though, was assist me with networking and connections. Upbound staff placed me into two internships and connected me with an interview for a position at Toyota, a job that was a great fit for my experience and skills. In other words, Upbound helped me improve my job hunting skills and then helped open doors for me to use them. I have found a fulfilling and engaging job that is a perfect fit for my skills and my desired work-life balance and my income has quadrupled. **-Steven M**

## AUTISM ACCEPTANCE MONTH

April is Autism Acceptance Month. Previously known as Autism Awareness Month, the Autism Society opted for a name change last year and put out a call to action to do more than inform one another about Autism. 'Acceptance' encourages allies to make an intentional effort to build a community where individuals on the Autism Spectrum are embraced and supported. In observance of Autism Acceptance Month, below are strategies that Upbound has found to be helpful in creating a more inclusive workspace. These strategies will help to support all individuals in achieving the highest quality of life within the workplace as possible.

### Executive Functioning

- Employers can break down multi-step tasks into single steps, make a prioritization list, provide expected timelines, and maintain an up to date and organized schedule.

### Sensory Stimulation

- Inquire about workplace comfort. Are there any sensitivities occurring that management is unaware of? Strategies include dimming lights, headphones, and workspace location.

### Social

- Discuss how to interact with coworkers-providing the structure, provide and refer to the employer manual, engage in structured turn taking.

### Communication

- Check for understanding and provide additional clarification if needed. Reflect what you have heard in a conversation, provide direct, clear and kind feedback.

## UPCOMING EVENTS

Upbound representatives will be present at all of the following trainings/events. We encourage you to join us!

Click any of the events below to learn more:

- 3/21 [MI Hidden Talent Workshop](#)
- 3/22 [Lansing Community College Career and Internship Fair](#)
- 4/13 [Lawrence Technological University-Last Call Career Fair](#)
- 4/22 [AAoM's Michigan Shines For Autism Gala](#)