

Understood.org's 2024 Neurodiversity at Work Survey

New research from Understood.org highlights the challenges and opportunities that people with learning and thinking differences, like ADHD, dyslexia, or dyscalculia, face in the workplace today.

Among all respondents...



The majority of U.S. adults (**69%**) know that employers are required to provide accommodations to employees with disabilities. But **6 in 10 (60%)** feel there's a stigma around asking for support.

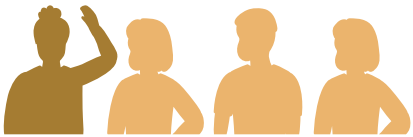


More than **4 in 5** agree that providing employees with accommodations is a form of workplace equality (**85%**), and that accommodations make the workplace better for everyone (**83%**).

Among those who requested accommodations...



About **3 in 10** regretted asking for an accommodation (**32%**), or received ones that weren't helpful (**30%**).

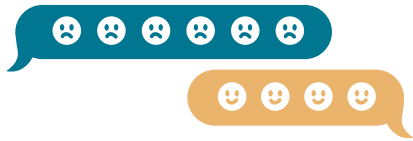


Nearly **1 in 4 (23%)** report that they lost a job or were demoted because they asked for workplace accommodations.

Among people who are neurodivergent or have learning or thinking differences...



Six in 10 (60%) have no idea what accommodations they're entitled to.



About **6 in 10 (59%)** worry that disclosing their condition would negatively affect them in the workplace.

Understood.org's Neurodiversity at Work Survey, conducted in April 2024 via The Harris Poll, surveyed 2,088 U.S. adults ages 18-plus, of whom 518 are neurodivergent, have learning or thinking differences, or have been diagnosed with ADHD, dyslexia, or dyscalculia.