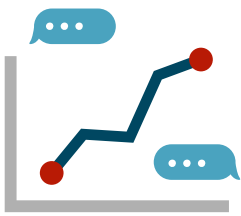


Understood.org's 2025 Neurodiversity at Work Survey

Understood.org's annual **Neurodiversity at Work** Survey reveals gaps in support for neurodivergent employees.



Awareness of neurodivergence is growing

- **74%** of employed neurodivergent adults say that people are now **talking more openly about their neurodivergence** at work.
- **51%** of employed neurodivergent adults have ever **requested an accommodation** at work.



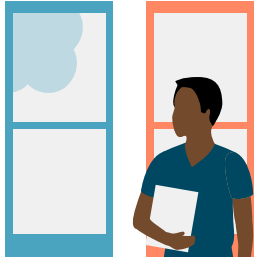
But there's still stigma

- **82%** of employed neurodivergent adults say that **stigma creates pressure to “mask”** at work.
- **64%** of neurodivergent adults worry that **disclosing** their condition **would have a negative impact** on them in the workplace.



Accommodations can help — if you know how to get them

- **56%** of adults **who have asked** for workplace accommodations **got one that helped**.
- **51%** of employed neurodivergent adults **don't know who to talk to** at work about accommodations.



Workers face a new era of uncertainty

- **67%** of employed neurodivergent adults say they're **afraid to leave their job** in case they can't find another.
- **64%** of adults think that **DEI rollbacks will make it harder** for people to get workplace **accommodations**.



Employer education should be a priority

- **82%** of adults say that employers need **better education on workplace accommodations**.
- **65%** of employed adults say that their employer **understands what neurodiversity is**.

Conducted from April 10–14, 2025, via The Harris Poll, Understood.org's 2025 Neurodiversity at Work Study surveyed 2,079 U.S. adults ages 18+, of whom 1,432 are employed, 659 identify as being neurodivergent, and 539 are employed and neurodivergent.

About Understood

Understood is a nonprofit focused on shaping the world for difference. We raise awareness of the challenges, skills, and strengths of people who learn and think differently. Our resources help people navigate challenges, gain confidence, and find support and community so they can thrive. Together, we can build a world where everyone can reach their full potential. Understood is a 501(c)(3) organization headquartered in New York. For more information, to donate, or to partner, visit u.org/media and follow us @UnderstoodOrg.

For more information and resources on neurodiversity in the workplace, visit u.org/work.