

# Fetal Alcohol Spectrum Disorder (FASD) in Australia

## Information for Employers

**Fetal Alcohol Spectrum Disorder (FASD) is a group of conditions caused by prenatal alcohol exposure.** It is a leading cause of preventable intellectual disability in Australia. FASD can affect individuals for their entire lives and have significant impacts on families, communities, and society. As a teacher, it is important to be aware of FASD and how it may affect your students.

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## Prevalence

The prevalence of FASD in Australia is unknown but estimates suggest that up to 5% of the population may be affected. **FASD is more common in certain populations, including Indigenous Australians and those living in remote or disadvantaged areas.**

## Impact on Employment

**Individuals with FASD may face challenges in the workplace due to their cognitive, behavioural, and social difficulties.** These challenges may include difficulty with memory, attention, communication, and following procedures. Individuals with FASD may also struggle with social interactions, which can impact their ability to work in a team or understand workplace expectations.

## Accommodations

Employers can make accommodations to support employees with FASD. These accommodations may include providing clear and concise instructions, using visual aids, breaking tasks into smaller steps, and providing additional training or support.

**Employers should also be flexible and patient, as individuals with FASD may require additional time or support to complete tasks.**



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### Awareness and Training

**Employers can raise awareness about FASD and provide training for their staff.** This can include information about the causes and symptoms of FASD, as well as strategies for supporting individuals with FASD in the workplace. Employers can also provide resources and support for employees who may be struggling with FASD or caring for someone with FASD.



### Legal Considerations

**Employers have a legal obligation to provide a safe and inclusive workplace for all employees, including those with disabilities.** Discrimination against individuals with disabilities, including FASD, is prohibited under the Disability Discrimination Act 1992. Employers should ensure that their policies and practices are inclusive and do not discriminate against individuals with disabilities.



### Conclusion

FASD is a complex condition that can have significant impacts on individuals and their families. As an employer, it is important to be aware of FASD and how it may affect your employees. **By providing accommodations, raising awareness, and being inclusive, employers can support individuals with FASD and create a more inclusive workplace.**



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Download our community resources.

**For more information email:**

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