



## How to Hoodie Up at Work

### Inclusive ways to get involved

#### What Is Hoodie Up at Work?

Hoodie Up at Work is Amaze's annual autism fundraising and awareness event for workplaces. From 19 March 2026, organisations across Australia can take part to show their support for Autistic people and build neuroinclusion at work.

Hoodie Up at Work is a simple and visible way to support Autistic and neurodivergent colleagues, clients and communities, while raising funds to strengthen neuroinclusive practice nationwide.

This guide offers practical ideas to help you plan and participate in Hoodie Up at Work in ways that suit your organisation's culture, capacity and neuroinclusion goals.

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#### Why Take Part in Hoodie Up at Work?

##### *Create awareness and spark conversations*

Support employees to deepen their understanding of Autistic and neurodivergent experiences in the workplace.

##### *Demonstrate support*

Show neurodivergent employees, whether they have disclosed or not, that they are seen, valued and included.

##### *Take a step toward becoming a more neuroinclusive workplace*

Use Hoodie Up at Work as a meaningful starting point or next step on your organisation's inclusion journey.

##### *Fundraise for impact*

Support Amaze's services, advocacy, research and training programs to help build a more neuroinclusive Australia.

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#### When to Hoodie Up at Work

The official launch of Hoodie Up at Work is 19 March, but you can schedule your Hoodie Up at Work event whenever it suits your workplace. This could also be part of an internal inclusion or wellbeing initiative. Choose a date that aligns with your organisational calendar and inclusion goals.

You might choose to align your event with:



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## Planning to Hoodie Up at Work

### 1. Be clear on your purpose

Before planning activities, decide what you want to achieve.

Your goals might be to:

- raise awareness and educate teams
- show support for neurodivergent employees
- combine awareness and acceptance with fundraising
- take a first or next step towards longer term neuroinclusion.

*Decide and communicate your purpose clearly so everyone understands the why behind your participation.*

When you [register your Hoodie Up at Work event](#), you'll receive access to our Hoodie Up Communications Kit to support your internal and external messaging.

You'll also receive our Hoodie Up at Work Discussion Guide, designed to support open, respectful conversations with colleagues about neuroinclusion at work.

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### 2. Involve neurodivergent colleagues (respectfully)

Where possible, include neurodivergent team members in:

- planning and preparation
- reviewing or contributing to resources and activities
- providing feedback
- sharing lived-experience insights (only if they volunteer).

*Participation should always be voluntary, supported and never expected. No-one should feel pressure to disclose or represent a broader group.*

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### 3. Plan with neuroinclusion and accessibility in mind

If you are hosting an event, use neuroinclusive language in invitations (see Hoodie Up Communications Kit available upon [registration](#)) and provide clear information in advance, about:

- location
- time and duration
- agenda
- noise levels
- food and seating arrangements
- whether attendance is optional or expected
- include accessibility prompts in calendar invitations.

#### *4. Create a predictable structure*

This includes:

- starting and finishing on time
- letting people know what to expect
- avoiding surprise activities where participants are required to share personal stories.

#### *5. Venue accessibility considerations*

This includes:

- step-free access
- accessible and all-gender bathrooms
- quiet or low-stimulation areas
- clear signage and wayfinding.

#### *6. During the event*

Be mindful of the environment, such as:

- keep lighting dimmed or softened
- reduce background music or announcements
- choose a space with manageable noise levels
- provide access to quieter areas or have a designated temporary reset room (see [Amaze's Reset Room Guide](#))
- provide options for employees who prefer not to attend social gatherings.

## **How your workplace can take part**

You can choose one approach or combine several.

### *Option 1: Visibility and awareness*

A simple way to participate include:

- encourage staff and leaders to wear [Hoodie Up hoodies or T-shirts from our range](#)
- consider additional merchandise such as this year's pet bandanas
- share a short internal message explaining why your organisation is participating
- post on internal platforms or LinkedIn.

Make participation visible through:

- team photos
- morning huddles
- posters or digital signage.

Hoodies can be an easy starting point for conversations about sensory needs and neuroinclusive workplaces. This approach works well when introducing neuroinclusion themes or aligning with other awareness dates.

[Register your event](#) to download social tiles, backgrounds and more from our Communications Kit.

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### *Option 2: Conversation and connection*

Add a structured activity to support learning, such as:

- morning or afternoon tea
- drop-in lunchtime session
- a short lunch-and-learn session
- virtual or hybrid sessions for remote teams.

If hosting an in-person session, consider providing:

- Amaze Hoodies or merchandise
- sensory-supporting items such as noise-cancelling headphones, or sensory tools (such as Kaiko Fidgets, recommended by Amaze's Chief Change Officer, Alex Lazarus-Priestley)

Use the Hoodie Up at Work Discussion Guide, available after [registration](#) for clear, practical language to explain how these tools support comfort and participation.

As part of your event, you could also include:

- donation options (if fundraising for Amaze)
- QR codes linking to
  - [What is Hoodie Up?](#)

- [Hoodie Up merchandise](#)
- Amaze resources (see last section of this guide)

Keep the focus on creating respectful, informed discussion. Avoid putting individuals on the spot or asking anyone to share personal experiences.

### *Option 3: Model sensory-friendly practices*

Try implementing sensory-friendly adjustments for the day, such as:

- dimmed lighting
- reduced noise levels
- optional camera-off meetings
- support different participation styles — Allow people to contribute verbally or in writing, and provide discussion prompts in advance
- built-in breaks
- a sensory or reset room — [Download Amaze's Reset Room Guide](#) for practical ideas.

*Small changes help your workforce experience what neuroinclusion feels like in practice*

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### *Option 4: Make it a fundraiser*

Hoodie Up at Work can be a fun and meaningful way to raise funds in support of Amaze, including:

- gold coin donations at a morning tea
- raffles or auctions
- A matching gift initiative in which organisations choose to match staff donations, doubling the impact of Amaze's services, advocacy and workplace training programs
- [Purchasing Hoodie Up merchandise](#) for teams
- Encourage [donations](#) — provide ways for staff to donate online, especially if they prefer not to attend group events.

All proceeds go directly to funding Amaze's work to create a more neuroinclusive Australia.

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### *Option 5: Create a display or information table*

Set up and staff a stand in reception or a common area featuring:

- [Hoodie Up hoodies or merchandise](#)
- sensory-supporting items

- QR codes to resources
- [options to donate to Amaze](#)
- short explanations about sensory tools and why they matter— [register your event](#) to see our Discussion Guide for ideas on the best way to have these conversations.

This helps spark conversations throughout the day.

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## Share Your Commitment

[Register your event](#) to get our Hoodie Up Communications Kit and share your Hoodie Up at Work activities across:

- intranet and other internal channels
- social media using [#HoodieUp2026](#)

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## After the Day

You may wish to:

- thank participants and acknowledge contributions
- share key reflections or highlights
- invite feedback on neuroinclusion practices
- identify practical actions that would improve neuroinclusion
- review policies or practices to ensure that they are appropriately supportive of the different ways neurodivergent employees experience the workplace environment
- explore further learning opportunities.

Hoodie Up at Work can be a strong starting point or a next step in ongoing neuroinclusion work.

Continue the momentum of Hoodie Up at Work:

- Learn more about [Amaze](#) and our work.
  - [Explore our full range of autism resources and support tools.](#)
  - [Download the Reset Room Design Guide](#) to create a calm, sensory-friendly space in your workplace
  - Need advice or information? Speak with [Autism Connect](#) for free, personalised support.
  - Ready to go further? [Explore our workplace training and development programs.](#)
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## Going Further

If your organisation wants to deepen its commitment:

- Invite senior leadership to reinforce the message
  - Book an [Amaze expert guest speaker](#).
  - Explore [Amaze Inclusion](#) services and the [A-Plus Inclusion Program](#)
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## Hoodie Up at Work Resources

- Discussion Guide (available upon registration)
- Communications Kit (available upon registration)
- [Reset Room Guide](#)
- [Merchandise range](#)
- [Donation page](#)