# INVOICE

**REFERENCE:** THE COST OF NEUROINCLUSION IN ACADEMIC LIBRARIES

**DUE DATE:** 9TH SEPTEMBER 2026

**BILL TO:** LIBRARY MANAGEMENT

**PAYMENT METHOD:** PAID IN FULL THROUGH EMPATHY, FLEXIBILITY AND WILLINGNESS TO CHANGE THE STATUS QUO.

| Item | Description | Price |
|---|---|---|
| Visual "What to Expect" / Entrance guides | A PDF or LibGuide featuring photos and step-by-step walkthroughs of entering the building, issuing a book, and asking for help. Reduces spatial and social anxiety for first time or high anxiety users before they set foot in the physical space. | £0.00 |
| Peer support groups | Peer-led body-doubling and pomodoro study sessions structured around mutual accountability rather than staff supervision. Silent reading clubs create low-demand social contact for students seeking company without the pressure of conversation. | £0.00 |
| Sensory mapping | Existing online floorplans annotated with lighting types (e.g.fluorescent vs. natural light), temperature zones, and noise levels. Empowers students to self-select environments that suit their specific sensory needs before arriving. | £0.00 |
| Openly neurodivergent staff | Celebrated and free to wear their own identifying badges on staff lanyards if wanted. Signals the presence of neurodivergent lived experience among colleagues and students, and opens up conversations that reduce stigma around disclosure. | £0.00 |
| Advance notice of sensory disruptions | Scheduled fire alarm tests, noisy maintenance, and large event setups published on the library website and social media channels. Eliminates sudden sensory overload and allows students to plan their study schedules around predictable disruptions. | £0.00 |
| Pre-circulated library workshop materials | Slides, handouts, and activity agendas for library skill and information literacy sessions circulated 24-48 hours in advance. Allows processing time, lowers cognitive load, and enables students with processing differences to engage meaningfully. | £0.00 |
| "Low-sensory" designated study hours | Existing off-peak hours designated as quiet/low-lighting hours. Offers a predictable, calm environment without requiring dedicated architectural modifications or new quiet pods. | £0.00 |
| | **Total** | **£0.00** |

## TERMS & CONDITIONS

**Anti-neurowashing clause:** The zero cost of these adjustments relies on culture, not unpaid labour. All staff, neurodivergent or neurotypical, must receive the flexibility, and support needed in their own roles. Exploiting lived experience and engaging in performative allyship to boost reputation while failing to accommodate staff day-to-day renders this agreement void.

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