**Neurodiversity in Business – Partnership Charter**

**1. About Neurodiversity in Business**

Neurodiversity in Business (NiB) is an industry forum and a network of corporates aimed at integrating and building a better workplace for neurodivergent (ND) people, helping ND people progress in their careers, and support companies gain a better understanding of neurodiversity. NiB is backed by a significant number of large corporates and supported by many global technical/subject matter leaders in neurodiversity. NiB is a non-membership charging organisation, with a non-commercial aim of helping create a better world and improving the wellbeing of ND individuals.

**2. Mission, Value, and Objectives**

The mission, value, and objectives of NiB are the following:

* **Educate** – enhance understanding of neurodiversity and how organisations can identify and self-reflect on institutional and cultural barriers standing in the way of neurodiverse candidates, employees, and leaders.
* **Demonstrate** – show how companies benefit from being neuroinclusive, both socially and commercially. Demonstrate the benefits that flow from unlocking neurodivergent talent and being more neuroinclusive.
* **Celebrate** – celebrating neurodivergent people in your company and empowering them helps others feel comfortable to self-disclose and discuss the reasonable adjustments they require and the challenges they face.
* **Empower** –by elevating neurodivergent individuals and guiding them in their professional careers, catalysing them to reap the benefits of their hard work and realise their true potential.

**3. Who we serve and how:**

* Our members by creating awareness, supporting recruitment, and enabling workplace adjustments.
* Our partners by creating opportunities for collaboration in the subject of neurodiversity.
* Individuals by enabling skills development and supporting paid employment opportunities.
* Policy Makers in Businesses and Public Sector, Government and Education.

**4. How we operate:**

To collaborate successfully, we are forming an ecosystem of partners built on trust and for the long term. We encourage our partners to build new capabilities and enable the team to work in an agile way. An ecosystem of partners will also improve transparency and enable us to better use data and share information, which fosters better outcomes andsustainable partnerships.

**4.1 Establish a long-term, collaborative engagement**

We will work towards establishing and leading an engagement, which allows involved parties forming an ecosystem to define what drives value for the neurodiversity in business and to work collaboratively to unlock it. These engagements will work best when the portfolio of future initiatives on which to potentially collaborate and targets for those collaborations are clearly defined.

**4.2 Leverage complementary skills**

Recognising the great solutions that already exist within the ecosystem NiB aims to promote solutions that benefit our members whilst educating solution partners on what members are looking for.

**4.3 Build transparency and trust through open and constructive relationships**

Our partnerships should be built on value provided to our members and the partners. When partners provide services NiB expects that the partners will find ways of educating the entire community in order that we all learn from initiatives and potential solutions.

**5. Expectations regarding Engagement**

While we provide a free membership to corporate organisations, and the partnerships we have with other charities and service/product providers are seen as mutually beneficial and therefore not subject to any charge, we may create opportunities for sponsorship of events/resources that partners can choose to engage with in order to raise awareness and market/validate their ability to support neurodivergent employees and jobseekers. Engagement with a commercial opportunity will be subject to separate and contractual terms and conditions and all partners will have access to the same opportunities to financially support NiB’s mission to improve neuroinclusive policies and practices in the workplace should they wish. If the partner organisation does commit funds to a commercial opportunity and has any representation on an organisational board/interest group, then the potential for a conflict of interest must be reported at the earliest opportunity to the chair of the board/interest group for transparency and discussion regarding potential risks. Any free will donations from community partner employees will be treated as being from the individual supporter rather than their employer unless it is explicit that it is restricted/granted for a particular use in which case it will be subject to scrutiny regarding whether acceptance of these funds create a conflict of interest.

Please return the Letter of Intent as detailed in the following **Appendix 1,** if you wish to become a NiB Partner.

**6. Termination of Partnership**

Either party may terminate the partnership arrangement upon the provision of written notice to the other party.

**APPENDIX 1) PARTNERSHIP AGREEMENT WITH NEURODIVERSITY IN BUSINESS**

Dear Sir/Madam,

In order to confirm your organisation’s registration as a partner of [Neurodiversity in Business (NiB)](https://neurodiversityinbusiness.org/) please can you return and sign this Partnership Agreement to NiB as soon as possible.

In signing and returning this letter, you are confirming and agreeing that:

* You are eligible to represent your organisation and register your organisation as a partner with NiB.
* You have read the Neurodiversity in Business Partnership Charter.
* You consent to your organisation being represented as a NiB partner.
* You consent to your organisation’s name and logo being used for this purpose.
* You consent to your organisation being kept informed about news, events and other activities relating to NiB.
* You consent to your organisation’s details being stored in a member’s directory that may be circulated within NiB.

Please note that your organisation’s registration as a partner will be complete upon receipt of this Partnership Confirmation Letter with your name added below.

This letter and the confirmations and acknowledgement contained herein will be governed by English law.

Yours Sincerely,

Dan Harris

CEO  
Neurodiversity in Business (NiB)

On behalf of\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
(organisation name)

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I hereby confirm the above