

## SAFETY & BOUNDARIES – YOUNG ADULTS (18+)

### Executive Summary & Legal Disclaimer

This comprehensive guide empowers autistic young adults (18+) with sensory-friendly safety strategies, assertive boundary scripts, detailed personal protection plans, online security protocols, workplace boundary-setting, and relationship safety tools nationwide. Designed to build confidence in recognizing risks, asserting needs with clarity, maintaining safe relationships, and taking decisive action when boundaries are crossed.

**CRITICAL DISCLAIMER:** This is an educational resource only—not legal advice, professional safety counseling, or emergency services. It does not replace law enforcement, domestic violence advocacy, crisis intervention, or medical care. For immediate danger, always call 911. For relationship abuse, stalking, sexual assault, or safety concerns, contact RAINN (1-800-656-4673), the National Domestic Violence Hotline (1-800-799-7233), or local law enforcement. Self-defense and boundary-setting strategies may not work in all situations. Always consult qualified professionals (law enforcement, attorneys, domestic violence advocates, mental health providers) for specific circumstances.

### SpectrumCareHub Independence Series

*Practical, autism-affirming tools for personal safety and boundary setting across all life domains.*

---

## SECTION 1: SAFETY FOUNDATION CHECKLIST

### Home Security

Safety Component (Example)	Action Item (Example)	Status
Door locks	Deadbolts on all exterior doors; test monthly	<input type="checkbox"/> Complete
Window locks	Secure latches on all operable windows	<input type="checkbox"/> Complete
Lighting	Motion-sensor lights at entrances, interior lights on timers	<input type="checkbox"/> Complete

<b>Safety Component (Example)</b>	<b>Action Item (Example)</b>	<b>Status</b>
Cameras	Doorbell camera with recording; interior if desired	<input type="checkbox"/> Complete
Neighbor contacts	At least 2 trusted neighbors with phone numbers stored	<input type="checkbox"/> Complete
Emergency supplies	Flashlight, first aid kit, fire extinguisher in kitchen	<input type="checkbox"/> Complete
Safe room	Bedroom or closet with lock and phone access identified	<input type="checkbox"/> Complete

### **Personal Safety**

<b>Safety Component (Example)</b>	<b>Action Item (Example)</b>	<b>Status</b>
Situational awareness	Practice noticing exits, people, surroundings daily	<input type="checkbox"/> Complete
Safe routes	Map walks/commutes with well-lit, populated areas	<input type="checkbox"/> Complete
Self-defense tools	Whistle, personal alarm, pepper spray (check state legality)	<input type="checkbox"/> Complete
Posture practice	Practice shoulders back, eyes forward, purposeful walk	<input type="checkbox"/> Complete
Body language	Confidence signals, distance boundaries, "resting alert" expression	<input type="checkbox"/> Complete

### **Online Protection**

<b>Safety Component (Example)</b>	<b>Action Item (Example)</b>	<b>Status</b>
Passwords	12+ characters; mix uppercase/lowercase/numbers/symbols; unique per account	<input type="checkbox"/> Complete
Two-factor authentication	Enabled on email, banking, social media, healthcare accounts	<input type="checkbox"/> Complete
Privacy settings	Social accounts set to private; limited friend requests from strangers	<input type="checkbox"/> Complete
Scam filters	Email spam filters active; unknown caller screen enabled on phone	<input type="checkbox"/> Complete
Device security	Antivirus software updated; regular malware scans scheduled	<input type="checkbox"/> Complete
Data sharing	No personal info (SSN, address, birthdate) shared online	<input type="checkbox"/> Complete
Trusted devices only	Avoid public WiFi for banking/healthcare; use VPN if necessary	<input type="checkbox"/> Complete

### **Boundaries**

<b>Safety Component (Example)</b>	<b>Action Item (Example)</b>	<b>Status</b>
Consent language	Practice phrases for yes/no/maybe responses	<input type="checkbox"/> Complete
Relationship red flags	List behaviors that signal unhealthy dynamics	<input type="checkbox"/> Complete
Exit strategies	Plan ways to leave uncomfortable situations	<input type="checkbox"/> Complete
Safe word	Establish with family/close friends for distress signaling	<input type="checkbox"/> Complete

<b>Safety Component (Example)</b>	<b>Action Item (Example)</b>	<b>Status</b>
Support network	List trusted people to contact if boundaries crossed	<input type="checkbox"/> Complete

### Reporting & Support

<b>Safety Component (Example)</b>	<b>Action Item (Example)</b>	<b>Status</b>
Police non-emergency	Save in phone contacts for local area	<input type="checkbox"/> Complete
Crisis hotlines	Save with clear labels (RAINN, DV Hotline, 988, etc.)	<input type="checkbox"/> Complete
Trusted advocate	Identify adult who can help report incidents	<input type="checkbox"/> Complete
Documentation plan	Know how to keep records if needed	<input type="checkbox"/> Complete

## SECTION 2: SENSORY-FRIENDLY SAFETY ADAPTATIONS

### Environmental Modifications

<b>Modification (Example)</b>	<b>Why It Helps (Example)</b>	<b>Implementation (Example)</b>
Door alarms	Gentle beeping instead of loud chimes; vibration-only option	Research quiet alarm brands; order this week
Motion lights	Warm-toned LED lights (avoid harsh fluorescent)	Replace bulbs; set to warm color temperature
Noise management	Earplugs or noise-canceling earbuds for threat assessment in crowds	Keep in backpack and car

<b>Modification (Example)</b>	<b>Why It Helps (Example)</b>	<b>Implementation (Example)</b>
Safe spaces	Designated low-stimulation room: soft seating, dim lighting, minimal clutter	Set up bedroom corner or closet
Window coverings	Blackout shades for security + sensory comfort	Install within 2 weeks
Smell considerations	Unscented locks/hardware to avoid triggering responses	Choose unscented products when replacing

### **Safety Tools (Sensory-Friendly Options)**

<b>Tool (Example)</b>	<b>Sensory Adaptation (Example)</b>	<b>How to Prepare (Example)</b>
Personal alarm	Silent vibrating option in addition to audible alarm	Test both modes; keep on keychain
Keychain	Weighted tactical keychain for stimming + safety	Carry in pocket; practice using
Pepper spray	Practice with low-irritant inert spray before real use	Order practice canister; practice outdoors
Whistle	Choose tone that's audible but not overwhelming for you	Test different frequencies; buy preferred tone
Phone alerts	Set vibration-only alerts so you notice without startling	Go to Settings; disable all sound alerts
Comfort object	Item to hold when anxious (smooth stone, fidget tool)	Carry in pocket during outings

### **Practice & Drills (Low-Stress Format)**

<b>Practice Type (Example)</b>	<b>How to Do It (Example)</b>	<b>Frequency (Example)</b>
Boundary role-play	Practice with trusted friend using agreed phrases	Weekly, 10–15 minutes
Stranger scenarios	Low-pressure "what if" conversations with mentor	Monthly check-ins
Exit routes	Walk through buildings practicing safe exits without time pressure	Quarterly before outings
Script rehearsal	Record yourself saying scripts; listen in calm moments	Daily, 5 minutes
Safety plan review	Check that contact info is current; adjust as needed	Every 3 months

### **Communication & Distress Signals**

<b>Signal Type (Example)</b>	<b>What It Means (Example)</b>	<b>Who to Tell (Example)</b>
Safe word	"I need help with my sensory toolkit" = distress signal	Family, close friends, partner
Friend signals	3 taps on shoulder = "get me out of here"	Friends you see regularly
Text code	Specific emoji (red flag 🚩) = distress without explaining	People who text you frequently
Quiet escape plan	Leave through side exit, go to car without saying goodbye	Close friends, trusted people
Support network	Multiple people (not just one) who understand signals	At least 3 trusted contacts

### **Routine & Predictability**

Strategy (Example)	Implementation (Example)	Benefit (Example)
Consistent check-ins	Scheduled daily texts/calls with trusted person (e.g., 8 PM call with sister)	Early warning if something's wrong
Known locations	Staying in familiar, mapped-out areas when possible	Reduces anxiety; easy to exit if needed
Scheduled alone time	Planned breaks to regulate before boundary situations arise (e.g., 30 min after work)	Prevents overwhelm and meltdowns
Time limits	Setting clear start/end times for social interactions (e.g., "coffee 2–3 PM")	Know exactly when you can leave
Pre-event planning	Reviewing possible scenarios before outings (e.g., "What if someone asks personal questions?")	Feel more prepared and confident

**⚠️ SENSORY SAFETY WARNING:** If you have significant sensory sensitivities (light, sound, smell, touch), communicate these needs clearly to anyone you're meeting. Some sensory triggers can cause panic attacks, shutdowns, or dissociation if environmental needs aren't met. You have the right to leave situations that overwhelm your sensory system.

---

### SECTION 3: DETAILED BOUNDARY SCRIPTS (REAL-WORLD SITUATIONS)

#### Unwanted Physical Advance

**Situation:** Someone moves into your personal space uninvited.

**Script:** "I need personal space right now. Please step back 6 feet. If you don't move, I'm leaving this conversation. No is my final answer—goodbye."

#### Action steps:

1. State boundary clearly (not "I think..." or "Maybe...")
2. Step back; create distance with your body
3. Turn to leave; walk briskly toward exit or other people
4. Have phone ready; call trusted contact or move to public area

5. Do not explain, apologize, or re-engage further
- 

### **Online Scam or Suspicious Call**

**Situation:** Unknown caller claims account issue or stranger asks for personal info.

**Script:** "You're calling about my account? I don't recognize this number. I never share information over the phone. I'm hanging up now and will contact my bank directly."

**Action steps:**

1. Do not answer follow-up calls; block number immediately
  2. Run antivirus/malware scan on device
  3. Call your actual bank/service from a known phone number
  4. Report call to Federal Trade Commission ([ftc.gov](https://www.ftc.gov))
  5. Monitor accounts for suspicious activity; set alerts
- 

### **Boundary Violation in Relationship**

**Situation:** Someone repeatedly disrespects a stated boundary (e.g., touching without permission, ignoring "no").

**Script:** "That comment/action crossed my line. I've told you before—I don't like that. If it happens again, I'm stepping back from this relationship. I mean it."

**Action steps:**

1. Name the specific boundary crossed (not general criticism)
  2. Reference prior communication ("I already told you...")
  3. State clear consequence (less contact, ending relationship)
  4. Follow through if it happens again—do not warn a third time
  5. Use safe word if with group; step away to text trusted contact
- 

### **Unwanted Conversation or Stranger Approach**

**Situation:** Stranger won't take a hint; keeps talking despite your discomfort.

**Script:** "I'm not interested in chatting right now. I need to keep walking. Please respect that."

**Action steps:**

1. Keep tone neutral, not rude; avoid engagement
  2. Do not make eye contact; look ahead toward destination
  3. Keep moving; increase walking speed gradually
  4. Increase distance to 10+ feet if possible
  5. Move toward crowded area, store, or known location
  6. If followed, go directly to police/business and report
- 

**Workplace Boundary Violation**

**Situation:** Coworker makes inappropriate comment, jokes about your autism, invades personal space, or asks intrusive questions.

**Script:** "That's not okay. Please don't do that again. If you need to discuss accommodations or my work style, I'll talk to HR/my manager."

**Action steps:**

1. Address immediately if safe to do so (not if you feel threatened)
  2. Document date, time, exact words, witnesses
  3. Report to HR or direct manager same day
  4. Follow company reporting protocol; keep copies of communication
  5. If retaliation occurs, escalate immediately
  6. Seek outside support (disability advocacy organizations, employment lawyer if needed)
- 

**Romantic/Dating Boundary Violation**

**Situation:** Date pressures you physically, ignores "no," or makes you feel unsafe.

**Script:** "Stop. I said no and I mean it. I'm leaving now. Do not contact me again."

**Action steps:**

1. Leave immediately; do not stay to explain
2. Tell trusted friend where you are and that you're safe
3. Block on phone and all social media
4. Tell at least one other trusted person what happened
5. If assault occurred, contact RAINN (1-800-656-4673) or local police
6. Seek support; this was not your fault

**⚠️ DATING SAFETY WARNING:** Trust your gut instinct. If someone makes you uncomfortable, pressures you, or ignores your "no," this is a serious red flag. You can end the date at any time. Your safety and comfort are non-negotiable.

---

**Emergency Boundary (Safety Threatened)**

**Situation:** Someone is physically aggressive, won't leave, or poses immediate threat.

**Script:** "Stop touching me immediately. Get your hands off me. I am calling 911 now. HELP!" [Activate personal alarm simultaneously.]

**Action steps:**

1. Remove yourself from the person's reach first if possible
  2. Yell loudly; use full voice (not whisper or polite tone)
  3. Dial 911; tell dispatcher: your address, "I'm being threatened," describe person/threat
  4. Move to safe room; lock door
  5. Stay on line with 911 until police arrive
  6. Report everything; preserve evidence if possible
- 

**SECTION 4: RELATIONSHIP RED FLAGS & RELATIONSHIP SAFETY****Recognize These Warning Signs Early****Red Flags vs. Green Flags**

<b>Red Flag – Warning Sign (Unhealthy)</b>	<b>Green Flag – Healthy Sign (Safe)</b>
Dismisses your feelings: "You're overreacting / You're too sensitive"	Listens when you describe how you feel without judgment
Isolates you: discourages friends, suggests dropping activities	Supports your friendships and celebrates your interests
Controls decisions: tells you what to wear, eat, do, say	Respects your autonomy; asks before making decisions that affect you
Uses your autism against you: "No one will believe you" / "You can't tell the difference"	Doesn't mock your autism or support needs; treats diagnosis respectfully
Pressures you physically: ignores "no," pushes past consent	Asks before touching you; respects "no" without question
Mood swings: unpredictable shifts between kind and cruel	Honest and consistent; words match actions
Gaslighting: denies things happened ("That never happened")	Takes responsibility when they hurt you; apologizes genuinely
Financial control: demands money, limits spending, steals	Respects your financial independence and privacy
Lies frequently: about little things and big things	Truthful and reliable; you can trust their word
Angry outbursts: yelling, slamming objects, threatening language	Manages anger calmly; speaks respectfully even during disagreement
Stalking behavior: tracking location, checking phone, showing up unannounced	Respects your privacy and personal space
Threats: "If you leave, I'll..." / "No one else will want you"	You feel safe and calm around them most of the time

---

### **Safety Planning for Relationship Concerns**

**Create a written plan (keep in safe location, share with trusted person):**

Planning Element	Your Information	Example
<b>If You Feel Unsafe:</b>		
Primary safe contact	_____	Sister: Jane at 555-0123
Secondary safe contact	_____	Best friend: Alex at 555-0456
Shelter/hotel info	_____	Local DV shelter: 555-0789
Exit route from shared space	_____	Through kitchen, out back door, to car in driveway
Emergency code word	_____	"pineapple" = I need help immediately
Safe place to keep documents	_____	Locked box at sister's house
Money hidden for emergency	\$_____ at _____	\$200 cash at best friend's apartment
Important documents copied	_____	ID, insurance, medical records in folder at work

**National Domestic Violence Hotline: 1-800-799-7233**

*Available 24/7, confidential, multilingual support. Can text START to 88788.*

**⚠️ ABUSE SAFETY WARNING:** If you are in an abusive relationship, creating a safety plan is an important first step. Reach out to the National Domestic Violence Hotline (1-800-799-7233), a trusted family member, friend, or local domestic violence advocate. They can help you create a comprehensive plan and connect you to resources. Leaving can be the most dangerous time—professional support is critical.

**SECTION 5: ONLINE SAFETY & DIGITAL PRIVACY DEEP-DIVE**

**Strong Password Protocol**

Password Element	Standard	Example
Length	Minimum 12 characters (16+ is better)	"BlueMoon!\$2024Sky" (16 characters)
Variety	Uppercase, lowercase, numbers, symbols (!@#\$%^&*)	Mix throughout: B7!u2eM\$oon9
What to Avoid	Birthdate, names of people/pets, "password123"	✗ "JohnDoe2000" or "Fluffy123"
Uniqueness	Never repeat password across accounts	Each account has completely different password
Storage	Use password manager (Bitwarden, 1Password) or locked safe	Password manager app on phone + printed backup in safe
Updates	Change every 6 months; immediately if compromised	Calendar reminder: change passwords Jan 1 and July 1

### Password Manager Setup Checklist:

- Choose password manager (Bitwarden free, 1Password paid, LastPass)
- Create master password (one strong password to remember)
- Add all existing passwords to manager
- Enable auto-fill on browsers and phones
- Save backup codes in secure location
- Test retrieving a password to confirm it works

---

### Two-Factor Authentication (2FA) Setup

#### Why 2FA Matters:

Even if someone guesses your password, they can't access your account without a second verification method. This is the single most important security step you can take.

#### 2FA Methods (Choose One Per Account):

<b>Method</b>	<b>How It Works</b>	<b>Security Level</b>	<b>Setup Time</b>
<b>Authenticator App</b>	Phone app generates 6-digit code every 30 seconds (Google Authenticator, Microsoft Authenticator, Authy)	Most secure	5 minutes
<b>SMS Text</b>	Code texted to your phone number	Good security (but less secure than app)	2 minutes
<b>Security Key</b>	Physical USB key you insert into computer (YubiKey, Google Titan)	Very secure but most expensive (\$20–50)	10 minutes
<b>Backup Codes</b>	One-time codes saved in secure location (use only if app unavailable)	Good backup option	Generate and save codes

**Enable 2FA On (Priority Order):**

1. Email account (most important—recovery for other accounts)
2. Banking and financial accounts
3. Social media accounts
4. Work accounts
5. Healthcare portals
6. Any account with personal information

**Setup Walkthrough (Authenticator App):**

- Download app (Google Authenticator, Microsoft Authenticator, or Authy)
- Go to account settings > Security > Two-Factor Authentication
- Select "Authenticator App" option
- Scan QR code with your phone
- Enter 6-digit code to confirm
- Save backup codes in secure location
- Test by logging out and back in

---

## Social Media Privacy Settings

Privacy Setting	Your Choice	How to Configure
Profile visibility	Set to private; only approved friends see posts	Settings > Privacy > Private Account
Friend requests	Review before accepting; check common connections	Don't accept requests from strangers
What you share	Avoid posting location, schedule, when home is empty, financial info	Think before posting: "Could this be used against me?"
Photo tagging	Disable location tagging; review tags before approval	Settings > Photos > Disable location; review tags
Personal information	Do not post birthdate, phone number, address, school, work location	Leave these fields blank or private
Stranger comments	Do not engage with unknown accounts; block and report	Block unfamiliar accounts immediately

### Sample Social Media Audit:

- Search your name on Google; see what information is public
- Check privacy settings on all social accounts (Facebook, Instagram, TikTok, Twitter, LinkedIn)
- Remove location tags from old photos
- Change friend request settings to "friends of friends" only
- Review tagged photos; untag or delete inappropriate ones
- Check "About" section; remove address, phone number, detailed work info
- Set up Google alerts for your name to monitor for doxxing (sharing private info)

---

## Identifying Scams & Phishing

### Common Scam Types:

Scam Type (Example)	Red Flags (Example)	What to Do (Example)
Phishing email	"Urgent action required!" "Confirm your password" "Your account will be closed"	Hover over links (don't click); check sender email; call company directly
Tech support scam	Pop-up saying "Virus detected!" or "Update required NOW!"	Close browser; restart computer; run antivirus manually
Prize/lottery scam	"You won!" "Claim your prize!" "Confirm banking info to deposit"	Delete immediately; ignore follow-up calls; report to FTC
Romance/catfish scam	Person falls for you quickly; asks for money; says "I'm in trouble"	Never send money to online stranger; verify with video call first
Job offer scam	Quick job offer; asks for payment or banking info upfront	Real jobs don't ask for money; verify on official company website

#### How to Identify Phishing Emails:

- **Urgency:** "Act now!" / "Immediate action required" / "Account will close"
- **Requests for info:** Asking for passwords, credit card, birthdate, SSN
- **Suspicious links:** URL doesn't match company website; hover to see real URL
- **Poor spelling:** Professional companies don't have typos
- **Threats or rewards:** "Confirm or lose access" / "You won a prize"

#### How to Protect Yourself:

- **Check sender email:** [company@official-site.com](mailto:company@official-site.com) ✓ vs. [company@gmail.com](mailto:company@gmail.com) ✗
- **Verify links:** Hover over link; real URL should show company website
- **Call directly:** If email claims account problem, call company using number from their official website
- **Report phishing:** Forward to company's security email or use "Report Phishing" button

- **Never click** suspicious links, download unknown attachments, or share personal info

## Data Protection

<b>Data Protection Method</b>	<b>Why Important</b>	<b>How to Implement</b>
<b>Public WiFi safety</b>	Hackers can intercept data on public WiFi	Use cell data for banking/healthcare; use VPN if needed
<b>VPN (Virtual Private Network)</b>	Encrypts internet activity; hides location	Download ExpressVPN, NordVPN, or ProtonVPN; turn on before public WiFi
<b>Antivirus software</b>	Detects and removes malware/viruses	Use Microsoft Defender (built into Windows) or Malwarebytes; update weekly
<b>Regular backups</b>	Protects files if device is hacked/broken	Backup to external hard drive or cloud storage monthly
<b>Software updates</b>	Fixes security vulnerabilities	Enable automatic updates for OS and all programs
<b>Cookie/cache clearing</b>	Removes tracking data from websites	Settings > Privacy > Clear browsing data monthly

## Monthly Cybersecurity Checklist:

- Backup important files to external drive or cloud
- Run antivirus scan (full scan, not quick scan)
- Clear browser cache and cookies
- Check account login activity for suspicious logins
- Review credit card statements for unauthorized charges
- Verify 2FA is still enabled on important accounts
- Change passwords on frequently used accounts (if not using password manager)

## Monitoring for Identity Theft

Monitoring Method	What to Check	How Often	Where
<b>Free credit reports</b>	Full credit history; accounts in your name; inquiries	Once per year	annualcreditreport.com (you get 1 free from each bureau: Equifax, Experian, TransUnion)
<b>Credit monitoring</b>	Set up fraud alerts; receive notifications of new accounts	Ongoing	Equifax, Experian, or TransUnion websites
<b>Bank alerts</b>	Enable notifications for all transactions	Ongoing (set up once)	Your bank's app or website > Alerts
<b>Email monitoring</b>	Check for accounts registered with your email	Monthly	Login to email; check connected accounts
<b>SSN monitoring</b>	Check if anyone is using your Social Security Number	Quarterly	Check free annual credit report; use my Social Security (ssa.gov)
<b>Dark web search</b>	Search dark web for your personal info being sold	Quarterly	Credit monitoring services; IDentity Theft Protection services

### If You Suspect Identity Theft:

1. **Call your bank immediately** to freeze accounts and cancel cards
  2. **File report with FTC** at [identitytheft.gov](https://www.ftc.gov/identitytheft)
  3. **Place fraud alert** with Equifax, Experian, TransUnion (call one; they notify others)
  4. **Monitor accounts** closely for 12 months
  5. **Keep records** of all fraudulent accounts and dispute letters
  6. **Consider credit freeze** to prevent new accounts being opened in your name
-

## SECTION 6: WORKPLACE BOUNDARIES & PROFESSIONAL SAFETY

### Setting Boundaries at Work

#### Workplace Boundary Scripts (Real Situations)

**Someone asks personal questions about autism:**

"I appreciate your curiosity, but I keep my medical information private. If accommodations affect your work, HR can explain my needs. Otherwise, let's focus on the task."

**Coworker interrupts your work repeatedly:**

"I need to focus on this project right now. Can we set up a time after lunch to chat?"

**Manager questions your medical accommodation needs:**

"My accommodations are in my employment agreement. I'll work with HR if changes are needed, not with you directly."

**Coworker makes autism joke or stereotype comment:**

"That's not funny and not accurate. Please don't say that around me. I'll report it if it continues."

**Someone invades your physical space at desk:**

"I work better with space. Can you step back, please?"

---

### Workplace Safety Checklist

Safety Element (Example)	Action Item (Example)	Status
Legal knowledge	Review employment contract, ADA accommodations, harassment policy	<input type="checkbox"/> Complete
Documentation	Keep records of conversations, assignments, feedback	<input type="checkbox"/> Complete
Reporting chain	Know who to tell if something happens (HR, manager, EEO officer)	<input type="checkbox"/> Complete
Exit routes	Identify safe ways out of building from your workspace	<input type="checkbox"/> Complete

<b>Safety Element (Example)</b>	<b>Action Item (Example)</b>	<b>Status</b>
Trusted person	Identify 1–2 coworkers you can trust (optional)	<input type="checkbox"/> Complete
Emergency contact	Ensure HR/manager has current emergency contact info	<input type="checkbox"/> Complete
Security badge	Keep on you; report lost badge immediately	<input type="checkbox"/> Complete
Parking	Park in well-lit area close to building entrance if driving	<input type="checkbox"/> Complete
Late hours	Use buddy system or call someone if working late	<input type="checkbox"/> Complete
Sensory needs	Negotiate breaks, quiet space, modified work environment	<input type="checkbox"/> Complete

---

## What Is & Isn't Harassment

### IS Harassment (Report Immediately)

<b>Harassment Type</b>	<b>Examples</b>
<b>Disability-related comments</b>	Repeated comments about your autism/disability despite being asked to stop
<b>Exclusion</b>	Deliberate exclusion from meetings, information, or social events
<b>Physical touching</b>	Physical touching without permission (handshake, shoulder touch, hugs)
<b>Mocking/jokes</b>	Offensive jokes about your disability, autism, race, gender, or any identity

Harassment Type	Examples
<b>Sabotage</b>	Deliberately making your work harder or failing to provide needed information
<b>Aggression</b>	Yelling, threatening language, aggressive tone or body language
<b>Sexual harassment</b>	Unwanted sexual comments, advances, requests, or quid pro quo (do this or else)

### NOT Harassment (But Still Set Boundaries)

Non-Harassment Situations	Why It's Different	How to Respond
One-time awkward comment + genuine apology	Not repeated; person shows remorse	Accept apology; move forward
Work criticism or performance feedback	Addressing job performance, not disability	Ask for specific feedback; improve work
Asking about accommodations (respectful tone)	Genuinely trying to understand how to support you	Explain needs or refer to HR
Disagreeing with your work approach	Professional disagreement; not targeting disability	Present your perspective; discuss options
Work matters needing direct discussion	Part of job communication	Participate professionally

### If Harassment Occurs

#### Action Plan:

1. **Say "stop" clearly** if safe to do so. Use firm, professional tone: "That comment is inappropriate and needs to stop."
2. **Document everything** in writing:
  - Date and time of incident

- Exact words said (if possible)
- What happened and how it affected you
- Witnesses present
- Impact on your work (emotional, performance, attendance)

**3. Report to HR in writing** (email preferred for documentation):

- Reference the policy violated (harassment policy, ADA, etc.)
- Describe what happened with specific details
- State clearly: "I am reporting this as harassment"
- Request investigation
- Keep copy for yourself

**4. Keep copies of all communications:**

- Your complaint email
- Any HR responses
- Follow-up communications
- Investigation findings

**5. Follow company process; don't skip steps:**

- Start with direct manager (if safe)
- Then HR department
- Then HR manager if no response
- Then legal action if needed

**6. If no response, escalate:**

- Formal complaint to HR manager
- Escalation to company leadership
- File complaint with EEOC (Equal Employment Opportunity Commission)
- Consult employment attorney

**7. Seek outside support:**

- Disability rights organization for your state
- Employment lawyer (many offer free consultations)
- Local legal aid society (if low income)

**⚠ WORKPLACE RETALIATION WARNING:** If your employer punishes you for reporting harassment (moving you, giving bad reviews, firing you, reducing hours), this is retaliation and is illegal under federal law. Document all retaliation and report immediately to HR and potentially EEOC or a lawyer.

## SECTION 7: SAFETY PLAN TEMPLATES (PRINTABLE)

### Personal Safety Plan Template

Name: \_\_\_\_\_ Date Created: \_\_\_\_\_ Last Updated: \_\_\_\_\_

### Emergency Contacts (Program into phone + Write Below)

Contact Type	Name	Phone	Address/Notes
Primary contact	Example: Sister Jane	555-0123	Has keys to home
Secondary contact	Example: Friend Alex	555-0456	Works near my house
Police non-emergency	_____	911 (always)	Use for emergency
Local hospital	_____	_____	Nearest ER
Crisis hotline	988 (Suicide & Crisis)	Call/text 988	Available 24/7
Therapist/doctor	_____	_____	After-hours protocol: _____

### If I Feel Unsafe at Home

Step	Action	Details
Step 1	Go to safe room	Location: _____
Step 2	Lock door	Safe room has: phone [ ] charger [ ] water [ ] comfort item [ ]
Step 3	Call trusted person	Call _____ or text safe word
Step 4	If threat continues	Call 911 immediately

### If I Feel Unsafe on the Street

Step	Action	Details
Step 1	Move toward safety	Go to: _____ (store/library/police/friend's house)
Step 2	Call for help	Call _____ or text my code word
Step 3	Wait in public	Stay visible; move toward people and lights
Step 4	If followed	Go into store/business; tell worker: "I'm being followed, please call police"

### Safe locations I know (have keys, friend will let me in, open late):

- Location 1: \_\_\_\_\_ Phone: \_\_\_\_\_
- Location 2: \_\_\_\_\_ Phone: \_\_\_\_\_
- Location 3: \_\_\_\_\_ Phone: \_\_\_\_\_

### If I Feel Unsafe at Work

**Step Action Details**

**Step 1** Go to safe space Go to: \_\_\_\_\_ (manager/HR office/restroom)

**Step 2** Tell someone Say: "I don't feel safe right now and need help"

**Step 3** Document Write down date, time, what happened, witnesses

**Step Action Details**

**Step 4 Report** Tell HR same day; keep copy for yourself

**Trusted coworker(s):** \_\_\_\_\_ **Contact:** \_\_\_\_\_

**If Someone Violates My Boundaries**

Action	Details
<b>Safe word</b>	_____ (signals distress to trusted people)
<b>People I can tell</b>	Person 1: _____ Phone: _____
	Person 2: _____ Phone: _____
<b>How I'll report</b>	<input type="checkbox"/> Tell HR <input type="checkbox"/> Call police <input type="checkbox"/> Tell therapist <input type="checkbox"/> Tell family member
<b>Documentation</b>	I will write down: date, time, what happened, witnesses

**Skills I've Practiced**

- Saying "no" firmly (even if it feels rude)
- Walking away from uncomfortable situations
- Identifying unsafe people/situations
- Using safety tools (alarm, whistle, phone)
- Calling for help (rehearsed multiple times)
- My boundary scripts that work:
  - Script 1: \_\_\_\_\_
  - Script 2: \_\_\_\_\_

---

**SECTION 8: PROGRESS TRACKER & ACCOUNTABILITY**

**Monthly Safety & Boundary Progress Log**

Month (Example)	Boundary Set (Example)	How I Set It (Example)	Outcome (Example)	How I Felt After (Example)	Next Goal (Example)
January	Told friend I need quiet after work	Text message: "Can't hang tonight, need alone time"	Friend said okay; rescheduled for weekend	Proud; relieved	Practice saying no in person
February	Set work boundary with coworker	Said clearly: "I need to focus now; let's talk later"	Coworker respected it; didn't interrupt again	Confident; respected	Maintain this boundary
March	Established safe word with sister	Texted: "If I say 'pineapple,' call me ASAP"	Sister confirmed; we tested it	Safer; prepared	Add 1 more person to safe word system

---

### Weekly Check-In Prompts

**Complete each week (Sunday evening recommended):**

- **Safety tools with me this week?** (alarm, pepper spray, charged phone, trusted contact nearby)
- **Boundary practiced?** (said "no," set limit, walked away, used script)
- **Risky situation?** Did I avoid it or handle it well?
- **Felt safe most days?** (Yes / Mostly / Sometimes / Rarely)
- **Need to talk to trusted contact?** About what: \_\_\_\_\_

---

### Quarterly Deep-Dive Review (Every 3 Months)

**Questions to answer each quarter (Jan/Apr/Jul/Oct):**

1. **Safety plan accuracy:**
  - Are contact phone numbers still current?

- Have people moved or changed jobs?
- Do I need to update safe locations?

**2. Boundary effectiveness:**

- Which boundaries are holding strong?
- Which need reinforcement or adjustment?
- New boundaries I want to set: \_\_\_\_\_

**3. Tools & resources:**

- Are safety devices accessible and working?
- Do scripts still work for my situations?
- What scripts need updating?

**4. Identify gaps:**

- What safety situation am I still worried about?
- Do I need new tools or strategies?
- Should I talk to therapist, advocate, or trusted person about this?

**5. Celebrate wins:**

- What boundary did I successfully maintain?
- What situation did I handle better than before?
- How have I grown in confidence?

**SECTION 9: USA SAFETY RESOURCES TABLE**

<b>Resource</b>	<b>What It Helps With</b>	<b>Contact Method</b>	<b>Availability</b>	<b>Notes</b>
<b>RAINN Hotline</b>	Sexual assault, abuse, trauma	rainn.org / 1-800-656-4673	24/7, confidential	Trained counselors; can connect to local services

<b>Resource</b>	<b>What It Helps With</b>	<b>Contact Method</b>	<b>Availability</b>	<b>Notes</b>
<b>National DV Hotline</b>	Domestic violence, relationship abuse, safety planning	thehotline.org / 1-800-799-7233 / text START to 88788	24/7, confidential, multilingual	Safety planning; exit strategies; local resources
<b>Crisis Text Line</b>	Mental health crisis, suicidal thoughts, self-harm	Text HOME to 741741	24/7	Text-based counseling; trained crisis counselors
<b>988 Suicide &amp; Crisis Lifeline</b>	Suicide, self-harm, mental health crisis	Call or text 988	24/7	Call, text, or online chat available
<b>211</b>	Local social services, shelters, support groups	Dial 211 / 211.org	24/7 online; phone varies	Local resources; housing; food; counseling
<b>CyberTipline</b>	Online exploitation, child safety, cyberstalking	cybertipline.org / 1-800-843-5678	24/7	Report online crimes to federal investigators
<b>FTC Identity Theft</b>	Fraud, stolen identity, scams, account recovery	identitytheft.gov	24/7 online	Create recovery plan; file police report
<b>Local Police Non-Emergency</b>	General safety concerns, documentation, reports	nonemergency.gov (find your area) / 911 (emergency)	Business hours	Use 911 for immediate danger

<b>Resource</b>	<b>What It Helps With</b>	<b>Contact Method</b>	<b>Availability</b>	<b>Notes</b>
<b>Disability Rights Organizations</b>	Employment discrimination, harassment, ADA issues	disabilityrightsusa.org (find your state)	Varies	Free legal advocacy; complaint filing
<b>Legal Aid Societies</b>	Free legal help if low income	lawhelp.org / find local agency	Varies	Covers employment, housing, family law
<b>State AG (Attorney General)</b>	Consumer protection, fraud, scams	Your state AG website	Business hours	Report consumer fraud; scams
<b>EEOC (Equal Employment Opportunity Commission)</b>	Workplace discrimination, harassment, retaliation	eeoc.gov / 1-800-669-4000	Business hours	File charge of discrimination

---

## **SECTION 10: PRINTABLE SAFETY SCRIPTS (CUT OUT & KEEP)**

**Instructions:** Copy this section, cut out each script, and keep in your wallet or pocket for quick reference.

---

### **BOUNDARY PHRASES (Copy to Index Card; Keep in Wallet)**

"No." (Full sentence. No explanation needed.)

"I'm not comfortable with that."

"That doesn't work for me. Here's what I need instead: \_\_\_\_\_"

"I already told you no. This conversation is over."

"I'm leaving now. Goodbye."

"Step back or I will call the police."

"Stop touching me."

"You crossed my line. Don't do that again."

"I'm not discussing that with people I just met."

"That's a question for my doctor/HR/therapist, not you."

"Your comment is inappropriate and I'm reporting it."

---

## **SECTION 11: CONFIDENCE & MINDSET BUILDING**

### **Affirmations for Safety & Boundaries**

**Repeat daily (morning and/or night). Choose 2–3 that resonate most with you:**

- "My body is mine. I control who touches it."
- "My 'no' is complete. I don't need to explain or justify."
- "I deserve relationships where I feel safe."
- "Setting boundaries is how I take care of myself."
- "I am allowed to walk away from people who disrespect me."
- "My sensory needs matter. My boundaries matter."
- "I can ask for help. Seeking support is strength."
- "I notice unsafe situations and I take action."
- "I am not responsible for managing other people's feelings."
- "My voice matters. I can speak up and be heard."
- "I trust my gut instinct."
- "My safety is non-negotiable."

---

### **Building Confidence Through Practice**

**Progression from easy to challenging (build gradually):**

Level	Practice	Example	Difficulty
<b>Level 1: Very Easy</b>	Practice saying "no" about minor things	Decline food, decline outing, say no to small request	Very low stress
<b>Level 2: Easy</b>	Practice with trusted person in low-pressure way	Role-play script with friend at home	Low stress
<b>Level 3: Moderate</b>	Practice with lower-stakes situations	Set boundary with coworker about interrupting	Moderate stress
<b>Level 4: Challenging</b>	Practice in higher-stakes situations	Set boundary with family member or romantic partner	Higher stress
<b>Level 5: Advanced</b>	Practice in unpredictable, real situations	Respond to unexpected boundary violation with confidence	Variable stress

**After each practice:**

- Reflect: What did I do well?
- Celebrate: Acknowledge that you did it (effort counts, not perfection)
- Learn: What could I adjust next time?
- Note: How does my confidence feel compared to last time?

**SECTION 12: MOTIVATIONAL CLOSING & NEXT STEPS**

**Your Next Steps (Choose One to Start This Week)**

- **Step 1:** Create your Personal Safety Plan (Section 7 template) – Print it, fill it out, keep in safe place
- **Step 2:** Set up two-factor authentication on your email account – 5 minutes, most important security step
- **Step 3:** Practice one boundary script with a trusted person – Role-play 3 times until it feels natural
- **Step 4:** Identify your safe word and tell 2 trusted people – Write it down; practice using it

- **Step 5:** Review safety resources; save numbers to your phone – Copy hotlines into contacts with emoji labels
- **Step 6:** Do a home security audit (check locks, lighting, exits) – 30-minute walk-through of home
- **Step 7:** Schedule a check-in with your trusted advocate – Calendar this week; prepare 2–3 topics to discuss

**Pick just ONE and do it this week. Progress over perfection.**

### Weekly Check-In Question

**Copy and answer each Sunday. Share with trusted person if comfortable.**

Question	Your Answer
This week, I felt safe ____% of the time.	
One boundary I set:	
One boundary I'm still working on:	
One tool that helped me:	
One thing I need support with:	
My trusted person to tell is:	

### FINAL MESSAGE

**Your safety matters. Your boundaries matter. Your voice matters.**

One clear "no" delivered with conviction protects your world decisively. You don't need permission to walk away from people who disrespect you. You don't need to explain your autism, your needs, or your choices to anyone.

Boundaries aren't selfish—they're how you teach people how to treat you. Every time you set a boundary, you're building the life you deserve.

You are capable of recognizing danger, advocating for yourself, and creating safety wherever you are. Trust your instincts. Reach out for help. Take action. Your independence is valid. Your safety is non-negotiable.

---

### **SpectrumCareHub – Science-grounded autism family support**

*Educational resource only—not professional safety or legal advice. For immediate danger, always call 911.*

© 2026 Spectrum Care Hub LLC. All rights reserved.

Spectrum Care Hub LLC grants the purchaser or authorized user a limited, non-transferable, non-exclusive license to download and use this document for personal use only.

This document may not be copied, shared, distributed, resold, sublicensed, posted online, or otherwise transferred to any third party without prior written permission from Spectrum Care Hub LLC.

Access to paid materials is restricted to the individual purchaser or authorized account holder. Unauthorized distribution or sharing is strictly prohibited.

Unauthorized reproduction or distribution may violate federal copyright law (17 U.S.C. § 101 et seq.).