Hidden Disabilities Sunflower

Let’s talk about it

You've probably seen green lanyards with yellow sunflowers in airports, shops, or even at the office. This is the Hidden Disabilities Sunflower. While not exclusive to neurodiversity, it's widely used by the community.

Here's what you need to know:

- It's a discreet way for people to choose to be visible about having a hidden disability. This includes autism, ADHD, anxiety, chronic pain, and many others
- The wearer might need a little more time, patience, or assistance. It is a request for understanding, not a label of inability
- You don't need to ask what their disability is. Just knowing they might need extra space or time is enough
- If a colleague wears one (or uses a Sunflower background on calls), it's a helpful cue to be mindful of your communication and their environment

It is a simple symbol that promotes kindness and patience without forcing anyone to disclose their private medical history.

Useful links

- The Hidden Disabilities Sunflower Scheme
- What is a hidden disability?