

Understanding Neurodiversity in Your Personal and Work Life

Welcome to Understanding Neurodiversity in Your Personal and Work Life. My name is Melanie, the moderator for today. I want to welcome our guest speaker. Andrew Galarnaue is a licensed medical health counselor and a master's-level certified addiction professional in the state of Florida with 13 years of counseling experience. And in August, he joined the Department of Navy, Civilian Employee Assistance Program, serving employees in Florida and Georgia. Welcome, Andrew. We're excited to have you here today.

>> ANDREW GALARNAEU: Thank you very much. And I'm excited to talk about this topic. Thank you all for joining me here today. There's going to be a lot of information to get through, so let's dive into it. As was mentioned, if we have time at the end we'll go over some questions that we have, that you might have.

Neurodivergence is a concept we became more aware of in the late 1990s. More focus and resources have been given to try to study the concept of these differences and challenges that neurodivergent individuals might have. While these past two decades have been a really important step forward, as with any relatively new concept, there's going to be a much greater need

for education to the general public about what neurodiversity entails.

Think about some of the personalities you've encountered, or maybe in your life as a whole. Have you found yourself commenting that somebody is a little OCD, or I'm so ADD today? Those phrases have become so automatic. Because we've heard them so frequently. In a way, they give us a quick explanation for why someone is behaving the way they are.

The problem with comments like these is they undermine those conditions. We all know liking a tidy workspace isn't the same as being OCD. When we simplify things to this level we don't allow ourselves to get to know a person or to understand their experiences. We might only see the downsides of their habits and we start to build some negative associations with neurodivergent individuals, even if it's not our intention to do so.

It's worth mentioning that today's training is by no means going to be an exhaustive look at the subject. It's just way too broad of a concept to boil down into 45 minutes. Hopefully this will set you on the path to learning about why this topic is so important.

So our first objective is to go through an overview of what neurodiversity and neurodivergence are. Next, we'll discuss the value that comes from working in a neurodiverse field, personally and professionally. As with many words out there, hearing the word neurodivergence could bring about strong emotions in some people or negative expectations or stereotypes in others.

It's by recognizing the value that these neurodivergent individuals bring to the world that we can appreciate those differences in our lives. And finally, we're going to go over some strategies to help you support neurodivergent individuals. So that way any struggles that might exist, you'll have a better plan for what you can do to help some others and maybe even yourself thrive.

So let's go ahead and jump into some definitions. Oops. I'm sorry. My clicker is going too fast. So, it can be a little hard to come up with a simple but succinct definition. It might help to highlight some of the differences between the meanings of the word neurodiversity and neurodivergent. Harvard describes neurodiversity as the idea that people experience and interact with the world around them in many different ways.

So in other words, there's no one right way of thinking, learning, and behaving. And differences aren't viewed as deficits. In many ways, neurodiversity refers to the difference between all people, not just those classified as neurodivergent, which brings up the question, what does neurodivergent mean? It's important to recognize that neurodivergent is not a medical term and it's not a diagnosis.

So you're not going to find that phrase in any medical charts. Then what is it? It's derived from the term neurodiversity, coined in 1998 by someone who developed a theory that all brains are unique. We can think of neurodiversity as a description for how a person's differences could affect the way their brain works. The Cleveland Clinic defines neurodivergent individuals as those whose brains work differently.

This might lead to difficulties for the individuals, though it can also offer them some additional strength. Essentially, neurodivergent acknowledges some people being differently abled and it takes that mindset as opposed to normal versus abnormal. At the end of the day, there is no true normal for how a person's brain should be functioning.

Focusing on accepting differences allows us to help neurodivergent individuals overcome struggles. Anywhere between

15-25% of the world's population has some condition that falls under neurodiverse. Individuals with conditions in the United States are eight times more likely than neurotypical peers to face unemployment. And unfortunately, some people with neurodivergent conditions might be taught ways or learn ways to try to modify habits or behaviors.

That's known as masking. And it's used as a coping skill in order to fit in. While that might seem like it reduces issues for the individual in the short term, long term it can lead to feelings of depression, burnout, and increased stress. In a moment we'll discuss ways you can help these individuals so they don't have to rely on masking to thrive. But for now, let's go over some of the more common conditions that are thought of as being neurodivergent.

We're not going to dedicate a lot of time to this slide, because it's a very broad topic. There are a lot of conditions. I should mention the list we're about to go over is by no means an exhaustive list. But still, it can be helpful to review some of the more common conditions, though you have an idea for what neurodivergence might entail. Autism includes difficulty with reciprocating emotions.

Then attention deficit hyperactivity disorder is characterized as a difficulty or in some cases aversion to staying focused on tasks that require a lot of attention. People with the hyperactive type might have trouble sitting still and finding themselves fidgeting. There's Down syndrome, for children that were born with an extra chromosome. There's learning disabilities. That includes dyscalculia, difficulty with math, difficulty with writing, difficulty with reading, and difficulty with your coordination.

That includes intellectual disabilities, which have a variety of symptoms, including delayed learning, problems with judgment or critical thinking, slower social development, etc. It can include several mental health disorders including bipolar disorder or obsessive compulsive disorder. There is a genetic disorder which involves a combination of physical and behavioral symptoms like sleep disruptions, emotional outburst, and obsessive behaviors.

It could include sensory processing disorders, frequently walking on tiptoes, or generally difficulties with fine motor skills. It includes social anxiety disorders. That involves the excessive fear that one is going to be judged or their anxiety will be noticed and they will be judged. There's a condition of

the central nervous system which leads to frequent involuntary tics. That can include physical twitching, offensive words, and other behaviors.

And then there's Williams syndrome, a genetic disorder affecting the heart that leads to a variety of physical and emotional developmental delays. There are a lot of different neurodivergent diagnoses out there, but this is by far -- this is definitely not an exhaustive list. But still, if you or someone you know has one or more of these conditions, that falls under the neurodivergent category. That's okay.

It's important that you know what you have so that you know what you can do to cope with and to treat it, and to manage through it. So, before we start getting into some of the ways that you can better support neurodivergent individuals in the work site, let's talk about some of the benefits that come from working with neurodivergent individuals.

In some cases, they might have an increased attention to detail. They might have a better ability to catch errors. There's a study done by JP Morning Chase. Their hires were less prone to errors than neurotypical employees. So that is one benefit they can bring to the team.

Additionally, you have the benefit of unique perspectives. In general, everybody has unique perspectives that they can bring to any problem or challenge that the team or the work site might be facing. With a not sure diverse group, the opportunities become more pronounced.

Brains operating differently used to be seen as a sign of dysfunction. Now we're starting to see a lot of the benefits and help them bring to a team. In some cases it can involve better pattern recognition so they can plan ahead for patterns to play out. In some case it is involves better analytical thinking so they can process information more effectively.

Some people have generally increased visual processing skills so they can see things and be able to notice any mistakes, notice any of those patterns and they might be able to catch things a lot more easily compared to some of their peers.

So now and for the rest of the training we're going to go over some methods that you can use to succeed in the workplace. If you yourself have one of the diagnoses that we discussed previously, then these might be some things that you can use to better cope or better thrive in the work site. For those of you that might work with some of these individuals, these are some ways that you can better support them.

Let's go ahead and jump into these. If you suspect you might be having difficulty processing information, thoughts, or emotions, one of the best things that you can start with is talking to a health care provider. There's a lot of valuable information that you can get online. And speaking with a trusted doctor who you have that relationship with is going to be a valuable guidance in figuring out what conditions you might have.

Some people might be worried or fearful of going to the doctor because they're worried about getting a bad diagnosis. But it's really important that you know what you're dealing with in order to be able to effectively treat many difficulties that you might be having. As with any diagnosis that someone might have, research is key to better understanding what you have and the effects of it. People who might perceive themselves as different often find themselves feeling shame or frustration at those differences.

So education and normalizing is going to be key in combating those feelings as you start to realize those conditions don't make you abnormal, strange, or broken. Rather, they're just conditions that we have. And sometimes it takes that ongoing self-care to help out. Similarly, whether you're

thinking about one of your employees, one of your coworkers, even a family member or a neighbor, or even for yourself, it's just important to build that understanding of their conditions.

And the literary review by Holly found that people made aware of one's autism diagnosis, they tended to rate those individuals more highly as it provided a context for habits or behaviors that that person might have otherwise found to be different or off-putting. And that's why it's important for everyone, from interviewers, managers, to HR to just the general work site as a whole, just make sure that you keep an open mind when you interact with your peers.

We don't always know what somebody might be going through or what diagnoses they might have. We all stand to benefit from practicing kindness and respect and understanding toward one another. And finally, it helps to try to find solutions to these difficulties, because for an unfortunate length of time, people, parents, teachers, employers, and even society as a whole tended to fight against some of the symptoms of these conditions.

They would simply chalk them up to a person being undisciplined, or lazy, or un-intent, or having low moral character. But it's by accepting these conditions as a part of who one is that you can free up your mental, emotional, and even

your physical energy and start looking for ways to work. And because neurodiversity is such a broad topic and there are so many different conditions and diagnoses, and because methods will vary based on one's condition, I won't be able to get into any specific solutions in today's training.

For some people that might involve attending therapy, speech therapy, occupational therapy, mental health therapy. For others it might be a form of self-advocating and educating other people yourself. But this affords you a chance to work with your medical providers and do some research or even anecdotal methods that others have tried and succeeded with.

Second, there is accommodations. Accommodations for neurodiverse employees are a right everyone is privy to. Under the Americans with Disabilities Act, neurodivergent conditions, including autism, ADHD and dyslexia are all covered, which is why education on one's rights is very important. Accommodations take different forms depending on the --

(No audio)

>> MODERATOR: Andrew, we have lost your connection. If you want to hold on, everyone, we do know that we lost his audio. Let me just check and make sure he's still in the room. Andrew,

can you restart your microphone, please? Hold tight, everyone.

We're getting Andrew back. Hi, Andrew.

>> ANDREW GALARNAEU: Sorry. I had a connection error and it severed the microphone.

>> MODERATOR: That could be. Let's do this. Let's start all over on this slide and then we can edit that out of the recording. So I'm going to just move . . .

>> I put the recording on pause while we were trying to --

>> MODERATOR: Oh, you did. You are so awesome.

>> Andrew, if you want to start, if you don't mind starting at the top of this slide.

>> ANDREW GALARNAEU: Sorry about that.

>> One moment. You'll see the recording start again. One moment.

>> ANDREW GALARNAEU: Let's talk about accommodations. Accommodations for neurodiverse employees are a right everyone is privy to. Under the Americans with Disabilities Act, neurodivergent conditions like autism, ADHD and dyslexia are all covered. That's a big part of why education of one's rights is important. Accommodations might take different forms depending on the employee and the condition.

It's important to note that these accommodations don't amount to a reduced expectation in your work quality or quantity, but rather they try to create an environment where everyone can succeed. The needs for an employee depend not only on their condition but also on the employee in particular. This is yet another reason why keeping an open dialogue is going to be important, as well as getting feedback from an employee about what may work for him or her, including recommendations from their Healthcare providers.

Examples would include employees with ADHD might do better and thrive in a private workspace where there are fewer distractions. Or they might be helped by noise-canceling headphones or being provided written instructions on tasks so they can use that as a reference. Alternatively, employees with autism might benefit from more frequent feedback on their work, or more frequent breaks, or themselves a set of noise-canceling headphones to avoid sensory overload.

Other accommodations that could be beneficial include having more time to complete tasks, offering job coaching and mentoring, and accommodations for sensory issues including dimmer lighting or a more comfortable chair. Regardless of the specific need of the employee, it's important to maintain that

dialogue of needs and accommodations by being open, receptive and communicative to these requests. You create a safe environment where the needs are met and the team as well as the individual thrives.

Everybody craves respect to some degree. And I think it's -- it could be argued that everybody deserves to be respected. It stands to reason that respectful language is key to creating a safe, inclusive, open environment for everybody. So what language should you use when conversing with neurodiverse coworkers? As with everything in life, it depends.

Take autism for one example. A variety of research has recommended using different terminology based on their findings. Some recommend using phrases like a person with autism because it puts the person before the condition and focuses on that individual. Others, including some of those in the autism community, prefer to be called an autistic person. And the reasoning for that is that autism isn't a disorder that detracts from a person's worth or who they are, but rather autism is an integral part of who they are, and identifying them as such is no different than referring to somebody by their race, religion, or gender.

That being said, the best practice to avoid -- the best practice here is to avoid labeling yourself or others based on their conditions. So, I touched on this a little bit earlier. Calling somebody a bit OCD or a bit ADHD. For one thing, that boils a person's entire self down to their conditions, which we don't want to do. We never say something like that John is so diabetic today.

We might poke fun and say, are you blind, or he must be deaf. Other worse examples tend to be used more frequently than they should. Beyond this, these comments minimize the impact of these conditions. When someone has ADHD it comes with a difficulty staying focused and completing tasks and staying organized. When we mention this diagnosis flippantly in a joking way, it insults all individuals with this condition.

And if they should or could control these tendencies, it kind of implies they could be controlling these tendencies more easily, but they're choosing not to. That's not the case. I know it can be a little bit hard to figure out and make sense of, so one of the simplest solutions is keep the dialogue open and ask. A lot of people are appreciative when you take the time to learn.

It prevents you from unintentionally saying something hurtful or insensitive and gives you a chance to grow your understanding about some of these conditions and what you can do to support people with these conditions. That helps you grow as a person. There might come a day where you help to correct others when they might use insulting language. Keep an open mind to these things. Never hesitate to ask, because life is all about learning.

It's important to build your own knowledge base and reflect on your actions as you strive to thrive. One way to do this is to stay in communication with leadership about questions or concerns you might have. Can you talk with a trusted leader? That can help with problem-solving and learning new ways to grow from some of these challenging situations. Similarly, when you meet regularly with trusted colleagues or mentors, that can also be a great option to openly discuss your questions or concerns.

Mentors and leaders might have learned ways to collaborate more effectively. And that's knowledge you would benefit from learning from. You can always use your program. We have a lot of good information and tools available to help you with your goals. You can call our toll-free number to get connected with a counselor or lifestyle coach to overcome stressors you might

have in your work lives and your personal lives, addressing difficulties with communication, and generally addressing your problem-solving skills.

Our website has a robust learning center filled with articles, webinars, videos on a large variety of topics and neurodiversity is no exception there. All these recorded webinars touch on subjects that will help you more effectively work with your team, leadership, employees. There's topics related to cultivating a civil work environment, communicating effectively in the workplace and becoming a successful team player. So there's a lot that you can continue to do to build that knowledge base and apply to your neurodiverse work site.

So in summary today, there is no true normal in this world. That being said, some people might operate out of the realms of what society or what general consensus might say is appropriate for the workplace. But it's by learning about these conditions and seeking support when able and respecting and communicating openly with others that we create that world where everyone has a chance to succeed and gets the respect they deserve.

Melanie, I'm going to turn things over to you.

>> MODERATOR: Thank you, Andrew. Andrew did a great job of talking about your program benefits. I want to give you a

website that you can use to find your particular company's member website. Let me put that into the message in the Q&A. I'm sending you a live link that you can click on now if you like and it will take you to a page that you will put in your company name or possibly your parent company name to find your website.

You will be able to find a toll-free number. If that doesn't work for you, please go to your human resources department or to your leader so that you can get the information to contact the company. Andrew will answer a few questions today. We do have some time for that. I'd like you to know, some of the questions I've seen come through are very personal and really -- this is not the platform to answer them.

The reason being is we want to make sure that we're not answering something where it needs to have a clinician talk to you and ask more questions so you can get the proper answer. So, with that being said, Andrew, are there some questions that are appropriate for answering today?

>> ANDREW GALARNAEU: Let me take a look. Oops. It keeps jumping down to the bottom.

>> MODERATOR: Can you see to the right hand where the questions are, right to the right of the PowerPoint? It may be

hard to see it. Can you see it there? Okay. Hold on for just a moment. It looks like we lost Andrew.

>> ANDREW GALARNAEU: Are you able to hear me now?

>> MODERATOR: Yeah, we can hear you again.

>> ANDREW GALARNAEU: Okay, perfect. Thank you. Sorry.

Usually my computer is a lot -- my internet is a lot more stable.

>> MODERATOR: That happens. We have a lot of people on.

Sometimes that makes some jumpy broadband, for sure. Go ahead, Andrew.

>> ANDREW GALARNAEU: Okay. So, one of the questions we received was, does autism affect IQ as well? To the best of my knowledge, it does not automatically affect your IQ. That being said, IQ tests -- I heard it described as an IQ test measures your ability to take IQ tests, because the way -- the things that it measures aren't always as universal as we are sometimes led to believe.

So for example, an autistic person who might be nonverbal or have limited verbal capacity may not score as high on an IQ test even if their general intelligence might be at an average or even above average rate. So, it's not always easy to test for that. Sorry, the questions keep jumping down.

>> MODERATOR: I have a question here. Someone is asking about a website. The employer website that I shared with everyone. If you cannot get past your employee name, that means that it's probably not recognizing it. If you have a parent company that you work for, like you're under an umbrella of some sort, try that company name. If that does not work, please reach out to your HR or to your leadership.

We just don't have everyone's websites or phone numbers because we have people from all over the United States on today. So we don't have anybody's personal website for your company available. Sorry about that. Go ahead, Andrew.

>> ANDREW GALARNAEU: No worries. One person asked about the best way to approach accommodations, especially when these are typically only from a physical disability perspective for most employers. Unfortunately, that can be a bit tricky. I know that human resources policies or EEO policies, they might vary from location to location, site to site, business to business.

Really, I think trying to educate yourself on your company's specific policies is a good starting point. And somebody else had mentioned about a question with do they need a doctor's note for some of these accommodations. I would recommend speaking to the work site in order to find the answers

to some of these questions. That being said we did talk before about how speaking with your treatment provider could be a great starting point for any diagnoses or any treatment recommendations for some of these issues you might be having.

So again, for some people that might involve occupational therapy, speech therapy, counseling. How do you know if you are neurodivergent and not just anxiety? So, sometimes anxiety can fall under the umbrella of neurodivergence. If you find yourself stressed frequently, speaking with a mental health counselor could be a good starting point. The benefit is that you do have counseling benefits through your program.

And even though the program does not offer diagnoses for these concerns, we will still get you connected to a licensed mental health counselor, psychologist, social worker, etc. and they'll be able to help you try to differentiate where some of these issues might be coming from and what you can do to better cope with some of these conditions.

In some cases it's not a case of am I neurodivergent or just anxiety. These are some of the stressors I have, so what can I do to cope with these issues I might be having. Somebody asked, since ADHD shares many traits with autism, has there been

discussion about including it on the spectrum? I'm unfortunately not aware of any discussions that there have been about that.

That doesn't mean it hasn't taken place, because like I mentioned, neurodiverse is a broad topic. It might have been something that missed my focus. To the best of my knowledge, there has not been those kinds of discussions. I have a question. My daughter was diagnosed with ADHD due to high anxiety but was told that for her, the H was hyper-focused. She would get hung up on an idea and get stuck on it. Does that make sense?

Sometimes people can have multiple mental health diagnoses that can play into one another. And in some cases it can be a chicken or the egg type situation. With a lot of anxiety disorders, one of the common symptoms is trouble focusing. But that being said, it doesn't mean that you can't have both an anxiety disorder and ADHD at the same time.

When it comes to that hyperfocus, that is pretty common with those with ADHD. Either they have trouble with focusing on many things and their thoughts are scattered, but there might be some things they can become hyper-focused on to the point where they shut everything else out. So that part isn't all that uncommon. But it's another one of those cases where talking to

your doctor or a counselor could be really helpful just to try to parse out where -- what might be causing what and what she can do to better cope with that.

What's the best type of doctor to go to to seek a diagnosis? A good starting point would be your primary care physician. In some cases, I guess in many cases, they would then have the knowledge and the connections to make referrals to you for the appropriate parties. So in some cases it would be going to see a psychologist so you could do psychological testing. In other cases it might be a therapist so you could get diagnoses.

If there's physical effects to it, they might be able to diagnosis you there in-office. It depend on what the condition is and what your doctor recommends. How else can we get help to make our supervisors understand more about our conditions? How else can we get help to make our supervisors understand more about our conditions. Communicating the way our brain works is challenging.

That's fair. One of the issues that we run into is that everyone has their own sense of normal. So if you do have a neurodivergent condition, it can be hard to know how to put that into words for another person to really understand what it involves. A lot of times when I recommend interventions for

supervisors to address issues with their employees I try to encourage focusing on the specific behaviors or issues one might be having.

So that can be a good starting point for that. Just saying something to the effective of I generally have trouble maintaining focus or I get distracted easily by external noises or people stopping by my desk to talk to me. Having some specific examples of some of the difficulties you might be facing might give them a bit more understanding about what those issues are and might help them brainstorm or ideally ask you for some tips -- not tips, but suggestions, draw you into the conversation for what you can do to manage the situation better.

>> MODERATOR: Andrew, if there's managers that want to get a deeper dive into how you can help your employees, you can use your workplace support services for consultation if you have somebody in particular that you're dealing with that you want some more intimate -- you have intimate knowledge of that person and you want to share it, you want to get some feedback that's specific. Call that toll-free number and let them know you'd like to speak to a consultant.

>> ANDREW GALARNAEU: Thank you. And then are neurodiverse conditions considered a protected status from discrimination? My

understanding is yes, that does fall under the Americans with Disabilities Act. So those with some of those conditions we discussed, including autism or ADHD or many of the others, they would fall under that protected class.

How do you balance accommodations with maintaining performance, especially in a clinical setting? That's a really good question. (Chuckling) So, that is really going to be very situation-dependent. You do have metrics and expectations that you expect from your employees. So more often than not, that does remain consistent. It's another one of those cases where you want to make sure you speak with human resources or your EEO or anyone else in order to identify what some of those alternative accommodations or expectations might be.

In some cases it might be a matter of having additional time to complete duties or having more frequent check-ins to make sure that they are on track to meet those accommodations. But that is definitely a situation where I would recommend speaking to your specific work site because it is going to be such a situation-specific issue.

How does autism manifest in adult women? That's going to be a very broad answer, a very big answer. It's not going to be something I can speak at length to. It's one of those things

that I would recommend some research on. Likely there's a lot of good information out there, Psychology Today is one website I often recommend, the Mayo Clinic has good information about neurodiversity. How do you help staff members having trouble sticking to deadlines?

It's a matter of keeping that dialogue open, asking them about some of those specific difficulties they might be having. Trying to encourage them to share ideas or recommendations. It doesn't always mean that you have to accept those recommendations, but at least it shows a kindness and a respect to hear what they have to say, because they might have found tips and tricks throughout their lives that work for them specifically.

You might be able to help them with that. But if nothing else, you can always reach out to our workplace support consultants and they can help guide you with some recommendations there.

>> MODERATOR: It looks like we have time for one more question. I just want to remind everyone, if you can please fill out the satisfaction survey. Click the radio button next to your response. You will not be able to see your responses being tallied but we can see them. Click that radio button in front of

your response. If the answers are very satisfied, satisfied, dissatisfied, or very dissatisfied.

We would love to get feedback you have. Please feel free to put that into our poll question that's in the middle of the page. Type your answer in the text box below. And once again, your certificate of completion is here for you. I did put it in the handout pod. It's in both places. Feel free to download it at any time. Hover over the certificate and you will see the download button. Click on that and save it to your computer where you can find it.

We have time for one more question, Andrew.

>> ANDREW GALARNAEU: Let's see. We have one person asking what advice would you give to a neurodivergent individual who may be afraid to disclose at work due to fear of discrimination or prejudice. Probably the advice I would give there is to start off with a trusted supervisor or mentor. Definitely make sure that you start with leadership. If you have some concerns about your specific leader's ability to be nonjudgmental or objective in the situation, that might also be a case where starting with HR or one of your other site-specific groups might be helpful.

Because they will be able to help guide you through it. They'll be able to remind you of what some of your rights are.

Again, I know that's a very tricky topic because in some cases you might be worried about any judgment or discrimination you might get. Even . . . It can be a lot. But I do think that it's important that it is made known so that you can get the accommodations that you need.

I think it's important that you get the support that you need. And whether it be through your personal supports or through a care provider, just being able to normalize the situation and recognize that it's nothing to be ashamed of. Some people might fear that judgment. They might fear that shame from their coworkers or leadership. But that's more of an issue that they have to figure out and deal with on their own rather than anything that's about you.

Again, easier said than done, I know. But finding ways to reach out to that support, starting with the most trusted people would be a good starting point.

>> MODERATOR: Thank you so much, Andrew. Thank you, everyone, for joining us today. This was a huge topic. It was really a skim-over. There's so much to talk about with this topic. Andrew could have talked all day. We could have set something up. But that's not your intention. What we want to do

is get you interested, give you some information and let you know you have benefits available.

Please call in to the toll-free number. Get on the member website and look up this information that we talked about today or any other health and wellness topics. This is a benefit provided to you by your employer at no cost to you. You may have counseling benefits available. They can help you and you can talk to someone to see whether you need to go on to get a diagnosis. Your program is available for you.

Once again, thank you all for joining. If you didn't get your question answered please use your toll-free number. Call in and get that answer. Once again, thank you all. Thank you, Andrew. We appreciate your expertise and your great time for Q&A. That was very nice. Thank you.

>> ANDREW GALARNAEU: Of course. Thank you. And thank you all for joining us today and for all your great questions.

>> MODERATOR: That does end our session today. Have a wonderful rest of your day.

>> ANDREW GALARNAEU: You, too.

(Session concluded at 2:46 p.m. ET)

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