

The Inclusive Workplace: Considerations and Implications for Employers of Neurodivergent Employees

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Jenna Budge, Ed.D., LSW, BCBA-D, is a licensed social worker and Board Certified Behavior Analyst with over 15 years of experience in autism and Applied Behavior Analysis (ABA). She has provided evidence-based services across school, home, and adult settings, with a focus on improving outcomes for individuals with developmental disabilities. Dr. Budge earned her master's degree in social work, completed her coursework in ABA, and achieved her Doctor of Education—all from Rutgers University.

Dr. Budge is an active contributor to the field, frequently presenting at regional, national, and international conferences on topics such as autism spectrum disorders, assessment and treatment of challenging behavior, skill acquisition, vocational assessments, and staff training. She contributes to literature in the field through newsletters, peer-reviewed journal articles, and book chapters.

Before joining RCAAS, Dr. Budge served as the Adult Program Behavior Analyst at the Douglass Developmental Disabilities Center, where she oversaw and managed all clinical activities within the Douglass Adult Program. Her work continues to focus on creating meaningful and impactful services for individuals with autism across the lifespan.



James Maraventano, Ed.D., BCBA-D, LBA, is the Director of Community Based Programming at the Rutgers Center for Adult Autism Services (RCAAS) at Rutgers University. Dr. Maraventano earned his B.A., Ed.M., and Ed.D. degrees from Rutgers University, and has over 18 years of experience working with children and adults with autism and intellectual disabilities.

Dr. Maraventano completed his experience requirements at the Douglass Developmental Disabilities Center at Rutgers University. His current responsibilities include the oversight and implementation of all clinical and administrative activities at the RCAAS' community-based employment supports (SCALE) and Employment Network programs. Dr. Maraventano leads numerous community-based advocacy projects at the RCAAS related to acquiring meaningful, integrated employment/volunteer opportunities for the clients he serves. Dr. Maraventano's experiences include a wide variety of clinical activities including challenging behavior interventions, skill acquisition programming, vocational assessments, staff and parent training, school- and home-based consultation, and program evaluation.

Dr. Maraventano is a frequent presenter at regional and national conferences focusing on autism spectrum disorders, assessment and treatment of challenging behavior, and parent/professional training. He has authored numerous articles in peer-reviewed journals, written several book chapters, and presented at national and international conferences.