**The workplace masking experiences of autistic, neurodivergent and neurotypical adults in the UK.**

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**Supplementary Materials 1: Masking survey Questions**

**Experiences of masking**

Masking is a term that describes the strategies people use to fit in at their workplace. For example, strategies might apply to the way people manage their appearance, interact and control their own instinctive behaviours. In this section, if you feel comfortable to do so, please share your experiences of masking in the workplace.

1. **What are your motivations for masking or not in the workplace?**

[open text]

1. **How is masking in the workplace different from masking in other areas of social life?**

[open text]

1. **What are the advantages and disadvantages of masking in your experience?**

[open text]