

THE NEURODIVERGENCE VOICE

CAPABILITY STATEMENT



Neuroinclusion. Psychosocial Safety. Intelligence-Led.

The Neurodivergence Voice (TNV) is a Brisbane-based neuroinclusion and psychosocial safety consultancy. Founded and led by a late-diagnosed neurodivergent professional with approximately 20 years of experience across intelligence analysis, transport security, rail safety regulation, and resources sector security, TNV brings a risk and compliance lens to neuroinclusion work — not a therapeutic or education-first approach.

TNV's core premise: workplaces contain unwritten norms that literal thinkers struggle to navigate. This creates measurable psychosocial hazard exposure under the WHS Act and applicable codes of practice. The solution is not individual accommodation — it is redesigning communication and systems toward explicitness, reducing legal and liability risk while benefiting the whole organisation.

CORE CAPABILITIES

- Psychosocial safety consulting and workplace assessment
- Neuroinclusion strategy and implementation
- The TNV PRISM Framework — proprietary governance and organisational design framework
- Policy and procedure review and development
- Training, workshops, and workforce education
- Advisory services for People & Culture leaders and executive teams
- Expert commentary, speaking, and facilitation

WHY TNV

- Intelligence analysis methodology applied to neuroinclusion — not a therapeutic or DEI-program approach
- Demonstrated capability in high-consequence regulated environments: transport security, rail safety, resources sector, investigations
- Lived experience as a late-diagnosed neurodivergent woman
- Compliance-aligned outputs designed for WHS obligations

THE TNV SIGNAL FRAMEWORK — *Safety Intelligence, Neuroinclusion, Governance and Leadership*

TNV's proprietary framework provides a structured, compliance-grounded approach to embedding neuroinclusion within existing psychosocial safety obligations — from initial assessment through to governance and leadership integration.

RELEVANT BACKGROUND

- Office of Transport Security — transport security analysis
- Office of the National Rail Safety Regulator (ONRSR) — rail safety regulation
- ExxonMobil Papua New Guinea — resources sector security
- The Lottery Corporation — investigations
- Australian Government — intelligence analysis

CREDENTIALS

- Bachelor of Arts — Psychology, Sociology, and International Relations
- Co-convenor of the Emerging Intelligence Professionals (EIP) Community of Practice (COP) AIPIO (Australian Institute of Professional Intelligence Officers)
- Board Member, Mozaika Holistic Centre (Registered charity providing employment skills and connections for neurodiverse individuals)

Cass Nicholson | Founder, The Neurodivergence Voice

cass@neurodivergencevoice.com • 0419 423 746 • <https://www.neurodivergencevoice.com/>
Brisbane, Queensland • ABN: 82 492 282 424