

AD/HD AND THE ADA

Attention Deficit/Hyperactivity Disorder or AD/HD is considered a disability under the Americans with Disabilities Act of 1990 or ADA. Under this act, individuals with AD/HD may legally obtain education or workplace accommodations for their disability. Reasonable accommodations are to be provided by the employer that will enable the individual to meet the essential requirements of the job. When documenting the disability for legal purposes the following three aspects are required in the report:

- I. DIAGNOSIS** of disability.
- II. EVALUATION OF IMPACT** the disability has on the individual.
- III. RECOMMENDATIONS** of accommodations that would benefit the individual.

I. The **DIAGNOSIS** should be based on published criteria found in the [DSM IV](#) and should include a thorough evaluation by a qualified professional including:

- 1. History.**
- 2. Personal interview.**
- 3. Medical examination.**
- 4. Clinical observation.**
- 5. Testing.**

II. The **EVALUATION OF IMPACT** shows how the diagnosed impairment impacts on the individuals functioning on the job and how the impairment substantially limits one of the following major life activities:

- 1. Learning.**
- 2. Working.**
- 3. Thinking.**
- 4. Concentrating.**
- 5. Interacting with others.**

III. The **RECOMMENDATIONS** suggest what can be done on the job for this individual in an employment situation which will enable the individual to meet the essential requirements of the job. These recommendations should be specific and effective in relation to the impact of the disability. In higher education and professional licensing, thorough procedures must be followed in assessing and documenting AD/HD.