



Why Smart People Fail[™]

Irlen[®] Syndrome defined by the Americans Disabilities Act (ADA)

Irlen[®] Syndrome is considered a learning disability. According to the ADA, there is not a list of specific disabilities listed; instead, the ADA defines a disability as the following:

“Disability – A physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment.” Reference: <https://adata.org/glossary-terms#D>

Per the ADA Testing Accommodations documentation, pages seven and eight, under “Qualified Professionals” (https://www.ada.gov/regs2014/testing_accommodations.pdf), it states:

“Qualified Professionals. Qualified professionals are licensed or otherwise properly credentialed and possess expertise in the disability for which modifications or accommodations are sought. Testing entities should defer to documentation from a qualified professional who has made an individualized assessment of the candidate that supports the need for the requested testing accommodations. Candidates who submit documentation (such as reports, evaluations, or letters) based on careful consideration of the candidate by a qualified professional should not be required by testing entities to submit additional documentation. A testing entity should generally accept such documentation and provide the recommended testing accommodation without further inquiry.”

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