

Disability and Accommodations

Description and Importance

Adults diagnosed with ADHD are entitled to reasonable accommodations under federal law when their symptoms substantially limit one or more major life activities such as learning, working, or concentrating. Psychologists who conduct adult ADHD evaluations are often asked to prepare documentation that supports requests for accommodations in school or work settings. This chapter outlines what evaluators need to know about the legal standards, documentation requirements, and interactive process involved in securing accommodations under the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. When done correctly, a structured ADHD evaluation can meet the evidentiary threshold for accommodation requests—making your role as evaluator both clinically and legally significant.

Learning Objectives

1. Describe the legal basis for accommodations under ADA and Section 504.
2. Identify documentation requirements for ADHD-related accommodation requests.
3. Understand how functional impairment must be demonstrated in clinical reports.
4. Learn to generate specific accommodation recommendations based on diagnostic findings.
5. Anticipate the institutional review process for accommodation documentation.
