



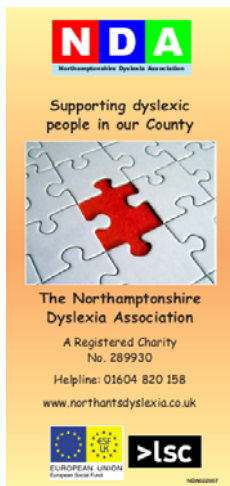
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Dyslexia in Adults Fact File No.6

Workplace assessments for Dyslexia

(See also Fact File No.3)

If an employee thinks they may be dyslexic, it may be necessary to get an assessment. A workplace assessment can look at how dyslexia or other difficulties are affecting a job. It can identify training needs and adjustments that can be made.



Reasonable Adjustments in the Workplace

Recruitment

Selection procedures must not discriminate against potential dyslexic employees. They should assess only the knowledge, skills and experience required for effective performance of the job.

Workplace Adjustment

Many dyslexic employees are entitled to reasonable adjustments in the workplace under the Disability Discrimination Act.

Fact Files
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Some examples of adjustments that may be made in the workplace are:

- Allocating some dyslexia difficult tasks to another person, in exchange for other tasks.
- Providing appropriate training or supervision.
- Modifying instructions to make them easier to read or follow.
- Tape or digitally recording important work information or notes of meetings.
- Providing ICT and other forms of technical support.

Further Help and Advice:

- Northants Dyslexia Association
- British Dyslexia Association
www.bdadyslexia.org.uk
- Job Centre, Disability Employment Advisor
- Employment Tribunal National Helpline.
Tel:0845 759 775. www.ets.gov.uk
- Employers Forum on Disability.
Tel 0207 403 3020. www.employersforum.co.uk

Acknowledgements

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