



Light Sensitivity Card for Employers

Replace fluorescent lights with LEDs

LED lights emit no ultraviolet (UV) and are less of a threat to people with light sensitivity. They also save on your energy bill!



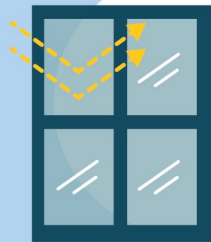
Layered clothing and hats protect better

Individual may wear more clothes and head coverings.



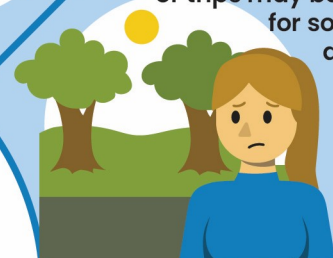
UV or tinted films on windows

Window films block ultraviolet light whilst allowing the rest of light through.



May be unable to be outdoors

Home working should be considered. Outdoor meetings, lunches or trips may be impossible for some, without adaptations.



Talk to your employee about their light sensitivity as this is more than "just sunburn"

No need to feel awkward; you can work together to manage their condition at work.



Seasonal effects

Individuals may experience changes in mood and feelings of wellbeing, due to the impact of their light sensitivity.



Avoid mid-day meetings

Sunlight is more intense in the middle of the day. Meetings at the start or end of the day may be easier for some individuals.



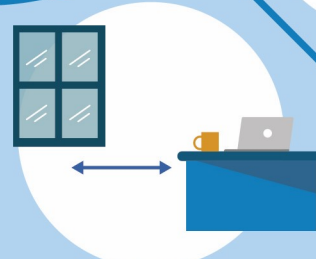
Areas of shade outdoors

Providing shaded areas may allow some to take part in outdoor activities, depending on their light sensitivity.



Move desks away from direct light

Discuss moving workspaces to shaded areas, away from windows, as this may help.



Remember, employers have a legal duty to make reasonable adjustments for workers with health conditions.