

## Pacific ADA Center LED Light Discrimination Policy

### By Soft Lights Foundation

The Pacific ADA Center currently has a policy of ignoring the discriminatory impacts of the light emitted by Light Emitting Diodes (“LEDs”) on individuals with disabilities. On May 19, 2025, Soft Lights Foundation President, Mark Baker, jointly with the Soft Lights Foundation, requested that the Pacific ADA Center make the reasonable modification of the Pacific ADA Center’s policies, practices, and procedures to include consideration of the adverse and discriminatory impacts of LED devices on individuals with disabilities for all of the Pacific ADA Center’s goods, services, facilities, privileges, advantages, and accommodations as required by 28 C.F.R. § 36.302(a). This document provides recommendations for the Pacific ADA Center’s LED Light Discrimination Policy which aligns with the Pacific ADA Center’s mission, vision and values and does not fundamentally alter the nature of the Pacific ADA Center’s goods, services, facilities, privileges, advantages, or accommodations.

## Pacific ADA Center Policy

LEDs emit an intense light with special spatial, spectral, and temporal properties that are neurologically intolerable for certain individuals with disabilities. LED light has been documented to trigger non-epileptic and epileptic seizures, migraines, anxiety, panic attacks, impaired vision and cognitive functioning, and to interfere with path of travel for certain individuals with epilepsy, autism, PTSD, migraines, photophobia and other disabilities.

The U.S. Access Board has not published any guidelines related to LED light discrimination, but employers, government agencies, and businesses are still required to eliminate discriminatory barriers caused by the use of LED devices. The following recommendations for employers, government agencies, and businesses will reduce the chances of an LED device creating a discriminatory barrier.

1. Eliminate the use of blue-rich LED light. Restrict the Correlated Color Temperature of LED illumination devices to 2700K or less.
2. Shield and diffuse LED lights so that individuals are not subjected to the direct rays of LED light.
3. Eliminate LED flashing lights.
4. Eliminate LED lights that have digital flicker.
5. Diffuse high-luminance LED indicator lights.
6. Use non-LED displays.

## Pacific ADA Center Training Services

Provide training for employers, government agencies, and businesses on the impacts of LED light discrimination and steps to take to eliminate LED light discriminatory barriers.

## Pacific ADA Center Conferences

Hold conferences for employers, government agencies, and businesses on the impacts of LED light discrimination and steps to take to eliminate LED light discriminatory barriers.

## Pacific ADA Center Webinars

Provide webinars for employers, government agencies, and businesses on the impacts of LED light discrimination and steps to take to eliminate LED light discriminatory barriers.

## Pacific ADA Center Courses

Provide courses for employers, government agencies, and businesses on the impacts of LED light discrimination and steps to take to eliminate LED light discriminatory barriers.

## Pacific ADA Center Research

Partner with organizations to develop a deeper understanding of the impacts of LED light on individuals with disabilities and develop recommendations for how employers, government agencies, and businesses can avoid LED light discrimination.

## Pacific ADA Center Website

Modify the Pacific ADA Center's website to include information about LED light discrimination.