



ADHD the most under recognized yet treatable psychiatric disorder in Canada!

Did you know that Attention Deficit Hyperactivity Disorder, or ADHD, was clinically observed more than 100 years ago? This life-long disorder is recognized world-wide by all major medical associations and government health agencies as a neurodevelopmental (mental health) disorder, yet ADHD remains one of the most misunderstood and under serviced mental health disorders in Ontario.

Many of the families in Ontario that your candidates will encounter on the campaign trail will be impacted by this disorder, or are in close contact with a family that is. These families will want to know your party's position on the issues that impact their lives on a daily basis.

The Centre for ADHD Awareness, Canada, or CADDAC, is a national charity organization representing individuals and families impacted by this disorder. CADDAC also gives a voice to smaller ADHD support organizations across Ontario and Canada.

CADDAC is asking you to respond to the questions below, no later than May 9th, so that we may communicate your commitments to the ADHD community in Ontario. We would also appreciate receiving the name and contact information of an individual with whom we might follow up with regarding your responses. CADDAC looks forward to your response, and to continuing the dialogue with you and your party once the provincial legislature returns.

ADHD in Mental Health

Did you know?

- ADHD, the most common childhood neurodevelopmental disorder, persists into adulthood 90% of the time.
- Eighty percent of adults and 44% of children with ADHD have at least one coexisting mental health disorder.
- One in four women with ADHD have attempted suicide.
- ADHD symptoms are often misdiagnosed as other mental health conditions, especially in women.
- Untreated ADHD, even when coexisting mental health disorders are treated, leads to poor outcomes.

- Most family physicians and many adult psychiatrists are untrained in ADHD.
- Ontario's mental health clinics and hospitals do not treat adult ADHD.
- Wait times for an ADHD assessment in Ontario can exceed two years.
- ADHD assessments and treatments are often not covered by OHIP.

Questions for Your Party

1. How would your party ensure that ADHD is recognized within Ontario mental health, included in government working groups, and approved for mental health funding?
2. How would your party increase training in ADHD for family physicians and professionals working in mental health, to reduce misdiagnosis, and wait times for assessment and treatment?
3. Would your party ensure that all appropriate treatments covered for other mental health disorders are also covered for ADHD, including caregiver and patient training?

ADHD in Education

Did you know?

- Almost a third of students with ADHD do not graduate high school, but post-secondary students with ADHD who receive proper treatment and educational supports, are successful.
- It is discriminatory that the Ontario Ministry of Education does not recognize ADHD in its categories of exceptionality, even though other neurodevelopmental disorders are recognized.
- There is no consistency across Ontario school boards in, if and how, they support the disabilities of students with ADHD.
- The newly released Kindergarten to Grade 12 (K-12) education standards recommend that the Ontario's education system be changed so it can serve students with any kind of disability, and not be limited to student's recognized through an "exceptionality".
- Most educators are untrained in recognizing or supporting the significant learning risks caused by ADHD.

Questions for Your Party

1. Would your party commit to improving the current Ministry of Education Special Education System by implementing the recommended Kindergarten to Grade 12 (K-12) education standards?

2. How would your party ensure that students with ADHD have the same guarantees to special education resources and supports for their disability as do students with neurodevelopmental disorders such as Autism and learning disabilities?
3. How would your party ensure that educators in Ontario are trained in recognizing ADHD impairments, understanding how ADHD impairs learning, and implementing appropriate teaching strategies and accommodations for students with ADHD?

ADHD in the Workplace

Did you know?

- Individuals living and working with ADHD are:
 - 20% less likely to be employed and earn 16% less than their neurotypical counterparts;
 - 61% more likely to be fired and 33% more likely to be laid off; and
 - 53% more likely to quit their job than those without ADHD.
- ADHD still remains significantly under diagnosed in adults.
- Employees and employers are often unaware of how ADHD impacts productivity.
- Implementing simple workplace strategies and accommodations can often be a triple win for the employee, employer and the economy.
- Employers are unaware that the Ontario Human Rights Commission (OHRC) recognizes ADHD as a disability and therefore requires them to implement accommodations.

Questions for Your Party

1. Since the OHRC recognizes ADHD as a disability, how will your party ensure that employers are made aware that they must accommodate for ADHD impairments?
2. Will your party provide funding for both employee and employer training on ADHD and appropriate workplace accommodations?
3. Is your party agreeable to reviewing the possibility of screening for adult ADHD in provincial employment training programs?