

**EUROPEAN BOARD OF OPHTHALMOLOGY GUIDELINE ON REASONABLE ADJUSTMENTS  
FOR EBO DIPLOMA AND FEBOS SUBSPECIALITY EXAMINATIONS**

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## **GUIDELINE ON REASONABLE ADJUSTMENTS FOR EBO DIPLOMA AND FEBOS SUBSPECIALITY EXAMINATIONS**

### **1. Introduction**

1.1 The European Board of Ophthalmology (EBO) is committed to advance equality of opportunity between people who share a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation) and those who do not. The EBO supports inclusivity and equity in learning and assessment by removing barriers.

1.2 EBO members, examiners and candidates must not unfairly discriminate against others by allowing their personal views to affect their professional interactions.

1.3 We aim to ensure that that no candidate is disadvantaged in their examinations by virtue of their disability, special educational requirements or temporary circumstances. If you have any of the above, we may be able to make reasonable adjustments to your examination. The EBO makes every effort to ensure that adjustments are appropriate, proportionate and consistent, and such that they do not result in unfair advantage. Candidates should note that adjustments can be only made to the arrangements not the standard of the assessment.

### **2. Evidence requirements**

Candidates applying for the EBO Diploma exam who need extra allowances (e.g. extra exam time) need to email the EBO office ([ebo@ebo-online.org](mailto:ebo@ebo-online.org)) at the time of applying for the exam. Please describe in your email the disability that you wish the EBO takes into account in deciding what reasonable adjustment would be appropriate for your assessment.

All requests will be evaluated by the Education Committee. Please be reminded that we need evidence before implementing reasonable adjustments.

#### **2.1 Special educational requirements**

Candidates with special educational requirements, such as dyslexia, need to supply a full educational psychologist's report. Online screening assessment tools are not considered sufficient evidence. The educational assessment must not have taken place more than 26 months prior to the date of the examination.

Please note that we cannot accept educational assessments carried out when the candidate was younger than 16 years of age. The report should detail the recommended reasonable adjustments for the examination. The Education Committee has the right to reject reports that contain insufficient or outdated information.

#### **2.2 Other disabilities**

Candidates with other disabilities need to supply written evidence of their disability including the recommended reasonable adjustments. This needs to be written by a medical professional with appropriate expertise in the field.



### 2.3 Temporary circumstances and discretionary adjustments

If temporary circumstances apply (eg breastfeeding and expressing milk), please email the EBO office at the time of applying for the exam detailing your circumstances and explaining how this could potentially impact on your performance in the examination.

### 3. Data handling

Information and evidence about a candidate's disability and requirement for reasonable adjustments will be treated as sensitive personal information. It will be kept confidential and only passed to those who need to know.

This Guideline will be revised no later than 3 years after its approval (May 2026)