



BM Box ES-UK
London
WC1 3XX
www.es-uk.info
Tel.: 0845 643 9748
(recorded messages)

INTOLERANCE TO ELECTROMAGNETIC RADIATION
(MOBILE AND CORDLESS PHONES, WIFI, ETC.)
EQUALITY AND DISABILITY DISCRIMINATION

February 2019

Dear Sir/Madam,

I am writing to support the person who has given you this letter. This person suffers from Intolerance to Electromagnetic Radiation. This condition is also known as Electro-sensitivity (ES), Electromagnetic-hypersensitivity (EHS) and Microwave Sickness.

This intolerance or sensitivity is in the presence of electronic devices with electromagnetic radiation, like Wifi, Wifi routers, mobile and cordless phones, and wirelessly connected devices. It can be severely disabling. The symptoms can include:

- cognitive disturbance or 'brain fog'
- memory loss
- disturbed sleep
- muscular pains and weakness
- headaches
- nosebleeds
- heart palpitation
- skin rashes and cancers

The World Health Organization recognises such ES symptoms as disabling for those affected.

About 3.6% of the population is moderately affected by wireless devices like mobile phones and Wifi, 1.2% severely and 0.65% with restricted access to work. In comparison, some 0.54% are registered blind or partially sighted, and 1.8 % of children are sensitive to nuts.

As for sensitivity to nuts, where schools, restaurants and airlines take precautions, a person sensitive to mobile phones and Wifi needs an environment complying with the international safety guidelines for people sensitive to EMFs (e.g. EUROPAEM 2016, IGNIR 2018).

Since electromagnetic intolerance or electromagnetic-hypersensitivity (EHS) can cause functional disability, it comes under the UK's Equality Act of 2010 and the UK's Health and Safety at Work Act of 1974. These Acts require reasonable adjustments to avoid discrimination against disabled people and ensure the safety of both employees and visitors.

Straightforward reasonable adjustments for people with this allergy or intolerance include:

- (i) Switching off Wifi transmitters and using a wired internet network instead.
- (ii) Restricting or banning the use of mobile phones and other wireless devices.

Yours faithfully,

Michael Bevington
Chair of Trustees, ElectroSensitivity UK

NOTES:

- *Disability, Impairments and Adjustments, legal requirements:*
[Equality Act 2010](#); [Health and Safety at Work Act 1974](#)
TUC: [Invisible Impairments](#), 2015
UNISON: [Disability and Reasonable Adjustments](#), 2018
Specific adjustments for EHS: [USA Job Accommodation Network \(JAN\)](#), 2015
- *Legal recognition:*
Since 2013 EHS and its symptoms have been recognised legally in the UK, with tribunals and pension schemes awarding financial and other compensation.
- *National Health Service recognition:*
Since 2012 some UK NHS hospitals, doctors and occupational health workers have recognised, diagnosed and advised on EHS.
- *People with EHS require adjustments to avoid a grievance:*
An employee with EHS should submit a letter of grievance under the Equality Act, if an employer fails to make the necessary adjustments.
- *Physiological intolerance is different from psychological Electrophobia:*
Physical intolerance to wireless radiation (EHS), described since 1932, first occurred among electricity and radio workers but, since the 1980s, in the general population from mobile phones and Wifi. As a physical intolerance diagnosis can include 3d fMRI scans, genetic markers and other objective tests. When radiation is eliminated, EHS symptoms are too. Electrophobia, or the nocebo effect, is different: psychological fear caused by prior conditioning.
- *Requirements for people with EHS:*
Doctors state that the key requirement for people with EHS is the removal of mobile phone, Wifi and other wireless radiation, at work and home.
- *Risk Assessments:*
The Health & Safety Executive (HSE) has stated that risk assessments are necessary before installing Wifi. It recognises the needs of pregnant women. The UK Department of Health and Public Health England (PHE) do not cover long-term risks, e.g. neurological, cardiovascular, infertility and cancers.
- *Safety Guidelines (international long-term and biological), e.g.:*
[EUROPAEM EMF Guidelines \(2016\)](#); [IGNIR](#), 2018. Meters cost £100-£350.
- *Scientific and general information:*
[ES-UK Leaflet on Electrosensitivity](#).
[ES-UK Selected Studies on Electrosensitivity \(ES\) and \(EHS\)](#), 2018.
['The Prevalence of People With Restricted Access to Work in Man-Made Electromagnetic Environments'](#) J Environment and Health Science, 2019.
[www.es-uk.info](#); [www.bioinitiative.org](#)
- *The World Health Organization recognises EHS as a disability:*
The WHO recognises that some people with EHS suffer disabling symptoms.
- *The World Health Organization recognises wireless radiation as a cancer agent:*
The WHO's IARC classified mobile phone and Wifi radiation as a 2B (possible) human carcinogen in 2011. Leading scientists now say new evidence requires that wireless radiation should be reclassified as a class 1 (certain) carcinogen.
- *Two types of guidelines: (i) long-term, biological, and (ii) short-term, heating:*
(i) Most scientists now support international long-term biological guidelines, e.g. Bioinitiative 2012, EUROPAEM 2016, IGNIR 2018 and Seletun 2010.
(ii) ICNIRP's short-term heating-only 1998 guidelines, which the UK government still follows, are based on Schwan's mistake of 1953, that the only danger is bodily heating of one degree in 6 minutes, something possible by exercise but without the cardiovascular, fertility and neurological harm from wireless.
The [European Parliament](#) voted in 2009 that the UK's ICNIRP short-term 6-minute heating limits are 'obsolete' and should be replaced by long-term biological limits.