



Definition of Disability



A disability means:

- A physical or mental impairment that substantially limits one or more major life activities
- A record of such an impairment
- Being regarded as having such an impairment

Major life activities means:

- caring for oneself
- walking
- hearing
- breathing
- working
- performing manual tasks
- seeing
- speaking
- learning

Physical impairment means:

Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following systems:

- neurological
- musculoskeletal
- cardiovascular
- digestive
- hemic & lymphatic
- special sense organs
- respiratory
- reproductive
- genito-urinary
- skin & endocrine

Mental impairment means:

Any mental or psychological disorder such as:

- mental retardation
- specific learning disabilities
- mental illness
- organic brain syndrome

Record of such an impairment:

This part of the definition protects people who:

- have a history of a disability resulting from discrimination, whether or not they currently are substantially limited in a major life activity
- may have been misclassified or misdiagnosed as having a disability

Regarded as having a disability:

Persons who have no impairment but are treated as if they are impaired.

NOTE: Whether a person has a disability should be assessed without regard to availability of auxiliary aids, medicines, or other "mitigating measures"

- impairment is not substantially limiting, but is perceived to be
- impairment is only limiting because of the attitudes of others
- individual has no impairment but is regarded as having one

Physical or mental impairments do *not* include:

- simple physical characteristics
- common personality traits
- environmental, cultural or economic disadvantages