

Disability Defined:

Federal Definitions of Disability:

DISABILITY.—The term 'disability' means, with respect to an individual—"(A) a physical or mental impairment that substantially limits one or more major life activities of such individual;"(B) a record of such an impairment; or"(C) being regarded as having such an impairment(as described in paragraph (3)).

"(2) MAJOR LIFE ACTIVITIES.—

"(A) IN GENERAL.—For purposes of paragraph(1), major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. "(B) MAJOR BODILY FUNCTIONS.—

For purposes of paragraph (1), a major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

"(3) REGARDED AS HAVING SUCH AN IMPAIRMENT -

a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; 3) is regarded as having such an impairment which substantially limits one or more major life activities, such as: self-care, walking, standing, sitting, performing manual tasks, seeing, hearing, speaking, breathing, learning, reading, thinking, or taking care of oneself, in addition to major bodily functions such as normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, immune system; and reproductive functionsconcentrating and thinking. .

Under the term "physical impairments," systemic or disease-related disabilities, disabilities that affect mobility, blindness or low vision, deafness or hardness of hearing, may be included.

Note: Temporary mobility -impairing conditions will be considered, given a doctor's report of injury and subsequent limitations if injury is not visible.

Under the term "mental impairments," specific learning disabilities, traumatic brain injury, autism, Attention Deficit/ Hyperactivity Disorder, or psychiatric disabilities may be included.