

## ADA Disability Definitions :

A disability is defined as any physical or mental impairment that substantially limits one or more major life activities, such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, or working. "Substantially limited" generally means that a person is unable to perform a major life activity that the average person in the general population can perform. Mitigating or corrective measures such as medication or corrective lenses may be considered when determining whether a person is substantially limited. The ADA also prohibits discrimination against individuals who have a record or history of being substantially impaired and individuals who are regarded as having such impairments.

- physical impairment is defined by the ADA as any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic, and lymphatic, skin and endocrine.
- A mental impairment is defined by the ADA as any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness and specific learning disabilities.

- Temporary impairments of short duration (e.g., broken limbs, sprains, influenza, pregnancy, etc.), which have little or no long-term or permanent impact on major life activities, are excluded under the law.