



### Define Disability

Permanent physical or mental impairment that substantially limits one or more major life activity:

Walking
Eating
Breathing
Seeing
Talking
Hearing
Bathing
Performing manual tasks central to daily life

Also defined as a disability if the person has a history of the disability (cancer rehabilitation) or is perceived as having a disability (stutter may be mistaken for mental impairment)

- ### Examples of Disabilities
- Vision Impairment
  - Hearing Impairment
  - Past Drug or Alcohol Addiction
  - Heart Disease
  - Pulmonary Disorders
  - Learning Disability
  - Serious Psychological Impairment such as depression or schizophrenia

- ### Reasonable Accommodations
- Employers are obligated to provide reasonable accommodations to qualified individuals who have one or more disabilities.
  - Reasonable accommodations can not cause undue hardship or expense to the employer.
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