



The Expanded Definition of Disability

- A person with a physical or mental impairment that substantially limits one or more major life activities
- A person who has a record of such an impairment
- A person who is regarded as having such an impairment

Major Life Activities:

Seeing, hearing,
walking, speaking,
learning, eating,
breathing

• Major Bodily Functions:

Digestive, immune
system, respiratory,
circulatory,
neurological/brain

The Expanded Definition of Disability



- Orthopedic/Visual/
Speech & Hearing
- Cerebral Palsy
- Epilepsy
- Muscular Dystrophy
- Multiple Sclerosis
- Cancer
- Heart Disease

Physical or Mental Impairment

- Food Allergy
 - Autism
 - Emotional Illness
 - HIV
 - Tuberculosis
 - Metabolic Disease
(PKU, Diabetes)
 - Celiac Disease
 - Oral Surgery
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The Expanded Definition of Disability

- **Determination of impairment requires an individualized assessment**
- **Determination of impairment is made without regard to the ameliorative effects of mitigating measures**
- **An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.**
- **The determination of disability should not require extensive analysis.**