

Important terminology:

- “Major life activities” include, but are not limited to: walking, speaking, breathing, seeing, hearing, reading, learning, caring for oneself, working, sitting, standing, communicating, concentrating, interacting with others, sleeping, lifting, socializing.
- “Mental disability,” includes, but is not limited to, having any mental or psychological disorder or condition that limits a major life activity.
- “Mental disability” includes, but is not limited to, emotional or mental illness, intellectual or cognitive disability (formerly referred to as “mental retardation”), organic brain syndrome, or specific learning disabilities, autism spectrum disorders, schizophrenia, and chronic or episodic conditions such as clinical depression, bipolar disorder, post-traumatic stress disorder, and obsessive compulsive disorder.
- “Physical disability,” includes, but is not limited to, having any anatomical loss, cosmetic disfigurement, physiological disease, disorder or condition that does both of the following:
  - (A) Affects one or more of the following body systems: neurological; immunological; musculoskeletal; special sense organs; respiratory, including speech organs; cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; circulatory; skin; and endocrine, and
  - (B) Limits a major life activity.
- A mental or psychological disorder or condition limits a major life activity if it makes the achievement of the major life activity difficult.
- Disability includes, but is not limited to, deafness, blindness, partially or completely missing limbs, mobility impairments requiring the use of a wheelchair, cerebral palsy, and chronic or episodic conditions such as HIV/AIDS, hepatitis, epilepsy, seizure disorder, diabetes, multiple sclerosis, and heart and circulatory disease.
- A temporary impairment that develops into a long-term impairment (e.g., a broken leg that heals improperly and results in a limp, an operation that results in chronic bowel dysfunction, etc.) is a disability.
- A disability consists of two or more impairments not disabling by themselves which have a combined effect of limiting a major life activity (for example: mild arthritis and mild osteoporosis combined to result in inability to move hands).
- Whether an impairment limits a major life activity is determined without reference to mitigating measures, such as medications, assistive devices, prosthetics, or reasonable accommodations, unless the mitigating measure itself limits a major life activity.

A “Disability” does not include:

- Sexual behavior disorders, compulsive gambling, kleptomania, pyromania, or psychoactive substance use disorders resulting from the current unlawful use of controlled substances or other drugs.
- A physical characteristic such as eye or hair color, left-handedness, or height/weight within normal range.
- A personality or character trait such as irritability, chronic lateness, or poor judgment.
- An environmental, cultural or economic disadvantage such as a lack of education or a prison record.
- A temporary impairment such as a broken limb with no long-term complications.