

Major Life Activity cont.

- Thinking
- Communicating
- Sitting
- Reaching
- Interacting with Others
- Working
- Breathing
- Learning
- Reading
- Concentrating
- Thinking
- Speaking

Under the ADAAA, 'major life activities' is expanded to include "major bodily functions."

- Immune system
- Normal cell growth
- Digestive
- Bowel
- Bladder
- Brain
- Circulatory
- Cardiovascular systems
- Neurological

Major Bodily Functions cont

- Respiratory
- Endocrine
- Hemic
- Lymphatic
- Musculoskeletal
- Special sense organs and skin
- Genitourinary
- Reproductive functions

New Standard

Episodic Disabilities:

- epilepsy
- hypertension
- multiple sclerosis
- asthma
- diabetes
- major depression
- bipolar disorder
- schizophrenia
- cancer

Considered a disability even in remission, if when active would be substantially limiting

A Qualified Individual with a Disability ...

means one who satisfies the requisite skill, experience, education, and other job-related requirements of the position such individual holds or desires, and who...



With or without reasonable accommodation can perform *the essential functions* of such position.



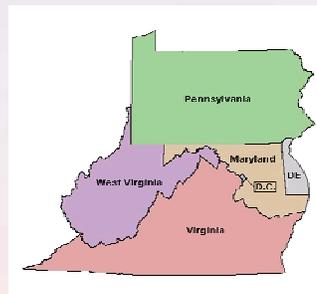
Practical applications:

- Review the new ADAAA regulations when they become final
- Determine the Accommodations you need
- Disclose only what is necessary
- Call if you need assistance!

DBTAC: Mid-Atlantic ADA Center

1 of 10 Regional Centers Providing:

- Information
- Guidance
- Materials
- Newsletter/E-Bulletin
- Training
- Toll-free phone number:
800-949-4232 V/TTY
- Website: www.adainfo.org



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