

# What is a Disability

According to the Americans with Disabilities Act, a person with a disability is one who

- has a physical or mental impairment that substantially limits a major life activity;
- has a record or history of such an impairment, or
- is regarded as having such an impairment.

A physical impairment is any medical disorder, condition, disfigurement, or loss affecting one of the body systems. A mental impairment is any mental or psychological disorder, including neurologically-based learning differences.

Some major life activities include caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, standing, walking, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, working, and major bodily functions.