



DISABILITY PREFERENCE DEFINITIONS

1. The following definitions apply for purposes of the **Disability Preference**:
 - (a) **"Qualified Individual"** means a person with a disability who, with or without reasonable accommodation, is capable of performing the essential functions of the employment position that the individual desires.
 - (b) **"Disability"** means a physical or mental impairment which substantially limits one or more major life activities, or a record of such an impairment, being regarded as having such an impairment.
 - (c) **"Physical or mental impairment"** means:
 1. A physiological disorder or condition, cosmetic disfigurement or anatomical loss impacting one or more body systems. Examples of body systems include neurological, musculoskeletal (the system of muscles and bones), respiratory, cardiovascular, digestive, lymphatic, and endocrine; or
 2. A mental or psychological disorder, such as an intellectual disability, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
 - (d) **"Major life activities"** include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. A "major life activity" also includes the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.