



Guidelines For Evaluating Impairments

An Impairment is:

- Any physiological disease, disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, immunological, digestive, genitourinary, hemic and lymphatic, skin and endocrine (a "physical" impairment).
- Any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, or specific learning disabilities; or any such disorder that requires special education or related services (a "mental" impairment).
- Not a physical characteristic such as eye or hair color, left-handedness, or height/weight within normal range
- Not a personality or character trait such as irritability, chronic lateness, or poor judgment.
- Not an environmental, cultural or economic disadvantage such as a lack of education or a prison record.

An Impairment Rises to the Level of a Disability if it:

- Limits a major life activity, as compared to the ability of the average person in the general population to perform that activity. Major life activities may include a particular job, a class of jobs, or any of the following:
 - Walking
 - Speaking
 - Breathing
 - Seeing
 - Hearing
 - Learning
 - Caring for Oneself
 - Working
 - Sitting
 - Standing
 - Reaching
 - Communicating
 - Concentrating
 - Interacting with Others
 - Reading
 - Lifting
 - Thinking
 - Sleeping
 - Socializing
 - Performing Manual Tasks
- Is not a temporary impairment such as a broken limb with no long-term complications.
- Is 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.)
- 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 combine to result in inability to move hands)

Under California's Fair Employment and Housing Act (FEHA), whether an impairment limits a major life activity is determined without reference to mitigating measures, such as use of medication.