“Person with disability” means an individual who:

1. has a **physical or mental impairment** that substantially limits one or more **major life activities**;
2. has a **record of such an impairment**;
3. is **regarded as having such an impairment**.

### Physical or Mental Impairment

- Physiological Disorder, contagious disease, cosmetic disfigurement or anatomical loss in one or more systems;
  - Neurological
  - Musculoskeletal
  - Respiratory
  - Cardiovascular
  - Reproductive
  - Digestive
  - Genito-urinary
  - Hemic
  - Lymphatic
  - Skin
  - Endocrine
  - Substance abuse - which does not include current, illegal drug users.

- Mental or psychological disorder including:
  - Mental retardation
  - Organic brain syndrome
  - Emotional or mental illness
  - Specific learning disabilities

### Major Life Activities

- Self-care
- Manual tasks
- Walking
- Seeing
- Hearing
- Speaking
- Breathing
- Sitting
- Standing
- Reaching
- Thinking
- Concentrating
- Reading
- Interacting with others
- Learning
- Reproducing
- Sleeping
- Working

### Record of Impairment

- The individual has:
  - A history of impairment or
  - A record of having been misclassified as having an impairment.

### Regarded Impairment

- The individual has:
  - An impairment not limiting a major life activity, but is treated as disabled by the covered entity
  - No impairment, but is treated as disabled by the covered entity.