

**HB 1322-S - DIGEST**

(AS OF HOUSE 2ND READING 3/9/2007)

Declares that "disability" means the presence of a sensory, mental, or physical impairment that: (1) Is medically cognizable or diagnosable; or

(2) Exists as a record or history; or

(3) Is perceived to exist whether or not it exists in fact.

Declares that for purposes of this definition, "impairment" includes but is not limited to: (1) Any physiological 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, digestive, genitor-urinary, hemic and lymphatic, skin, and endocrine; or

(2) Any mental, developmental, traumatic, or psychological disorder, including but not limited to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

Declares that, only for the purposes of qualifying for reasonable accommodation in employment, an impairment must have: (1) A substantially limiting effect upon the individual's ability to perform his or her job, the individual's ability to apply or be considered for a job, or the individual's access to equal benefits, privileges, or terms or conditions of employment; or

(2) The reasonable likelihood that job-related factors will aggravate it to the extent that it could create a substantially limiting effect if not accommodated.