

**WAC 296-05-403 Definitions.** The following definitions are to be used with this part.

**Underutilization:** Enrolling minorities and women in a ratio not proportionate to the participation of minorities and women that is representative of the geographical region served.

**Women or female:** Refers to minority women and nonminority women.

See 29 C.F.R. 30.2 (December 2016) for definitions of the following:

- Direct threat;
- Disability;
- Genetic information;
- Major life activities;
- Physical or mental impairment;
- Reasonable accommodation;
- Undue hardship.

[Statutory Authority: Chapter 49.04 RCW. WSR 20-13-060, § 296-05-403, filed 6/15/20, effective 7/16/20. Statutory Authority: RCW 49.04.010, 2001 c 204, and chapter 49.04 RCW. WSR 01-22-055, § 296-05-403, filed 10/31/01, effective 1/17/02.]