

**WAC 357-01-235 Persons with disabilities.** For affirmative action purposes, an individual with a permanent physical, mental, or sensory impairment that substantially limits one or more major life activities. The impairment must be both permanent and material rather than slight, but not necessarily require a workplace accommodation. An impairment that is episodic or in remission is still a disability if it would substantially limit a major life activity when active. The determination of whether an impairment substantially limits a major life activity shall be made without considering temporary improvements made through mitigating measures such as medication, therapy, reasonable accommodation, prosthetics, technology, equipment, or adaptive devices (but not to include ordinary eyeglasses or contact lenses).

[Statutory Authority: Chapter 41.06 RCW. WSR 15-11-103, § 357-01-235, filed 5/20/15, effective 6/22/15; WSR 05-01-204, § 357-01-235, filed 12/21/04, effective 7/1/05.]