
What Qualifies as an ADA Disability?

According to the ADA Amendments Act of 2008, covered entities should interpret the ADA broadly to include as many disabilities as possible and protect as many people as possible.

Under the ADA, an impairment needs to be a physiological or mental disorder. Depression, stress, and similar conditions are only sometimes considered impairments under the ADA. Whether depression and stress are considered impairments depends on if they result from a documented mental or physiological disorder or if they result from personal life or job pressures. The impairment must substantially limit at least one major life activity.

What is a Protected Dissability?

Under most employment legislation, such as Age Discrimination in Employment Act or Title VII, it is fairly obvious whether a person is a part of a protected class. However, under the ADA, it is a bit more complicated to determine whether a person is part of a protected class.

A person is protected under the ADA against discrimination for employment opportunities. State and local government and other public entities apply the title ii to labor unions and help people with disabilities.

Definition of Disability under ADA

The ADA's first definition of disability states that **a disabled person is someone who has a mental or physical impairment that prevents participation in major life activities.** If an individual has a record or history of such an impairment, he is considered disabled. Finally, if the individual is regarded as having a mental or physical impairment, the individual is considered disabled under the ADA's first definition of disability.

The ADA has a three-pronged definition of disability. If any of the three prongs are satisfied, the individual counts as disabled. The definition of disability of the ADA is based on the Rehabilitation Act's definition of "handicap." A judgment under the Rehabilitation Act or the ADA is considered a precedent for the other.

Physical or Mental Impairment

The ADA defines a **physical impairment** as a physiological disorder or condition, anatomical loss, or cosmetic disfigurement that impacts one or more of these body systems:

What does *major life activities* mean?

Major life activities are the kind of activities that you do every day, including your body's own internal processes. There are many major life activities in addition to the examples listed here. Some examples include:

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- Actions like eating, sleeping, speaking, and breathing
 - Movements like walking, standing, lifting, and bending
 - Cognitive functions like thinking and concentrating
 - Sensory functions like seeing and hearing
 - Tasks like working, reading, learning, and communicating
 - The operation of major bodily functions like circulation, reproduction, and individual organs

Examples of Disabilities

There is a wide variety of disabilities, and the ADA regulations do not list all of them. Some disabilities are visible and some are not. Some examples of disabilities include:

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- Cancer
 - Diabetes
 - Post-traumatic stress disorder
 - HIV
 - Autism
 - Cerebral palsy
 - Deafness or hearing loss
 - Blindness or low vision
 - Epilepsy
 - Mobility disabilities such as those requiring the use of a wheelchair, walker, or cane
 - Intellectual disabilities
 - Major depressive disorder
 - Traumatic brain injury