

What is the ADA's Definition of a Person with a Disability?

A Person with a Disability is anyone with a physical or mental impairment that substantially limits one or more major life activities such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.

In addition to those people who have visible disabilities – persons who are blind, deaf or use a wheelchair – the definition includes people with a whole range of invisible disabilities. These include **psychological problems**, learning disabilities or some chronic health impairment such as epilepsy, diabetes, arthritis, cancer, cardiac problems, HIV/AIDS and more.

Documentation of the disability may be required. A person is considered to be a person with a disability if he/she has a disability, **has a record of a disability** or is regarded as having a disability.