





Answer the following question based on what limitations the employee has when his or her condition is in an active state and what limitations the employee would have if no mitigating measures were used. Mitigating measures include things such as medication, medical supplies, equipment, hearing aids, mobility devices, the use of assistive technology, reasonable accommodations or auxiliary aids or services, prosthetics, learned behavioral or adaptive neurological modifications, psychotherapy, behavioral therapy, and physical therapy. Mitigating measures do not include ordinary eyeglasses or contact lenses.

<p>Does the impairment substantially limit a major life activity as compared to most people in the general population?</p> <p><i>Note: Does not need to significantly or severely restrict to meet this standard. It may be useful in appropriate cases to consider the condition under which the individual performs the major life activity; the manner in which the individual performs the major life activity; and/or the duration of time it takes the individual to perform the major life activity, or for which the individual can perform the major life activity.</i></p>	Yes	No
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If yes, what major life activity(s) (includes major bodily functions) is/are affected?

- |                 |                         |          |          |                   |
|-----------------|-------------------------|----------|----------|-------------------|
| Bending         | Hearing                 | Reaching | Speaking | Other (describe): |
| Breathing       | Interacting With Others | Reading  | Standing |                   |
| Caring For Self | Learning                | Seeing   | Thinking |                   |
| Concentrating   | Lifting                 | Sitting  | Walking  |                   |
| Eating          | Performing Manual Tasks | Sleeping | Working  |                   |

Major bodily functions:

Reasonable Accommodations for Employees  
and Applicants with Disabilities  
Policy G1.11  
Effective Date: 02/06/2015  
Date of Last Revision: 03/15/2022

Responsible Officer: Executive Director  
of Human Resources  
Responsible Office: Human Resources

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