



**Note:** The Americans with Disabilities Act (ADA) does not include an exclusive list of conditions considered to be a disability under the act.

An individual with a disability is defined in the act as someone who has "a physical or mental impairment that substantially limits one or more major life activities; has a record of such an impairment; or is regarded as having such an impairment." The regulations define "physical or mental impairment" as any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more body systems, such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin, and endocrine. The regulations also cover any mental or psychological disorder, such as intellectual disability, organic brain syndrome, emotional or mental illness and specific learning disabilities.

Access and Accommodations are available to remove barriers so that disabled individuals can fully participate in the activities, programs, and services at UToledo. Access and accommodations enables disabled individuals to perform work or academic tasks.

Disability access barriers may be experienced in the following areas: technological, physical, attitudinal or programmatic (academic, social or university-wide.)

Common impairments may include:

- Mental Health: Panic Disorder, Post Traumatic Stress Disorder (PTSD), Bipolar Disorder, or Major Depressive Disorder (MDD)
- Attention Deficit Hyperactive Disorder (ADHD)
- Learning Disabilities: significantly impacting reading, math, or writing, or processing
- Chronic health: Epilepsy, Diabetes, Crohn's Disease, or migraines
- Communication: autism or stuttering
- Sensory impairments: blind or D/deaf or hard of hearing
- Mobility: Multiple Sclerosis or Cerebral Palsy
- Temporary: Pregnancy with medical complications, a broken limb, or concussion

Equal Employment Opportunity Commission (EEOC) guidance indicates employers should not be spending a lot of time analyzing whether employees meet the definition of disability under the ADA as amended. Rather, the focus should be on the accommodation requested, whether it is reasonable, whether it can be provided without an undue hardship, and whether other accommodations can be considered.

Adjustments for a typical Pregnancy or nursing mother are handled by the Title IX office. Contact (419) 530-4191, or visit Snyder Memorial 1120 or [titleix@utoledo.edu](mailto:titleix@utoledo.edu) for additional information.

The University does not discriminate on the basis of disability in violation of the ADA, or the Rehabilitation Act in admission or access to, or treatment or employment in, its programs or activities. For consultation or to express concerns about disability access, please contact the University's ADA Compliance Officer at (419) 530-2522.