

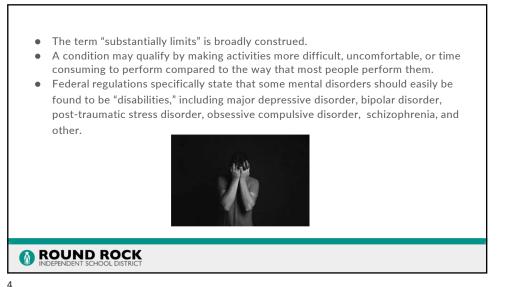


## Americans with Disabilities Act

- Prohibits employment discrimination against individuals based on disability.
- Requires employers to provide reasonable accommodations to employees with disabilities.
- Defines "disability" as a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such an impairment.
- "Major life activity" is broadly defined to include, "Caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, sitting, reaching, lifting, bending, speaking, breath, learning, reading, concentrating, thinking, communicating, interacting with others, and working; and the operation of a major bodily function."

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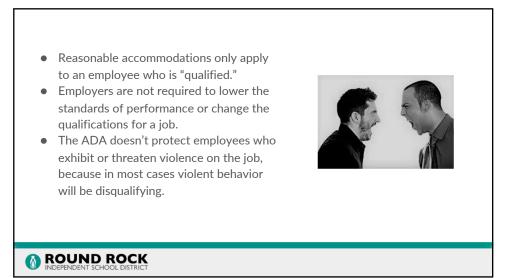




- Determination of whether an impairment substantially limits a major life activity should be made without regard to the effects of mitigating measures such as medication or medical equipment.
- Mitigating measures may be considered when determining what, if any, reasonable accommodation is necessary for the disability.

### ROUND ROCK INDEPENDENT SCHOOL DISTRICT

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# Title search: Employee Mental Health: What Response is Required

Also available as part of the eCourse <u>eSupplement to the 30th Annual Labor and Employment Law Conference</u>

First appeared as part of the conference materials for the 38<sup>th</sup> Annual School Law Conference session "Employee Mental Health: What Response is Required"