

Vocabulary Etiquette: Getting it Right!

Individual with a disability: A person who has a physical or mental impairment that substantially limits one or more of the person's major life activities, has a record of such impairment, or who is regarded as having such an impairment.

Major life activity: Basic activities that the average person in the general population can perform with little or no difficulty, such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.

Qualified individual with a disability: An individual with a disability who satisfies the requisite skill, experience, education and other job-related requirements of the employment position the individual holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of the job.

Essential job functions: the fundamental job duties of the employment position that the individual with a disability holds or desires. The term essential functions does not include marginal functions of the position.

Physically accessible: Easy to approach, enter, operate, participate in, or use safely, independently and with dignity by a person with a disability (i.e., site, facility, work environment, service or program).

Reasonable accommodation:

1. Modification or adjustment to job application process that enables a qualified applicant with a disability to be considered for the position the qualified applicant desires;
2. Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enables qualified individuals with disabilities to perform the essential functions of that position; or
3. Modifications or adjustments that enable an employer's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by the other similarly situated employees without disabilities.