

FEDERAL GOVERNMENT DEFINITIONS

Individual with a disability means any person who (1) has a physical impairment which substantially limits one or more major life activities, (2) has a record of such an impairment, or (3) is regarded as having such an impairment.

“Physical or mental impairment” means (1) any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory including speech organs, cardiovascular, reproductive, digestive, genito-urinary, hemic and lymphatic, skin and endocrine, or (2) any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

“Substantially limits” means (1) unable to perform a major like activity that the average person in the general population can perform; or (2) significantly restricted as to the condition, manner or duration under which an individual can perform a particular major life activity as compared to the condition, manner or duration under which the average person in the general population can perform that same major life activity.

Special disabled veteran means (1) a veteran entitled to disability compensation under laws administered by the Department of Veterans Affairs for disability rated at 30% or more or rated at 10% to 20% who has been determined to have a serious employment handicap or (2) a veteran whose discharge or release from active duty was for a service-connected disability.

Eligible veteran of the Vietnam era means a veteran, any part of whose active military, naval, or air service was during the period February 28, 1961 through May 7, 1975 who (1) served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability if any part of such duty was performed between the dates cited.

Other eligible veteran includes two key veteran groups. First, it includes veterans who served in a “war.” Since the last declaration of war issued by Congress initiated World War II, veterans with active duty service between December 7, 1941 and April 28, 1952 are considered veterans of World War II and are included in the Other Eligible Veterans category. The second veteran group in the Other Eligible Veterans category includes those veterans who served in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded. This includes a number of military engagements that are listed on the reverse side of this page.