

SECTION 504 OF THE REHABILITATION ACT OF 1973

“No otherwise qualified individual with disabilities in the United States shall, solely by reason of her or his disability, as defined in section 706(8) of this title, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency or by the United States Postal Service.” (29 U.S.C. Sec. 794)

DEFINITIONS

Individual with a disability	“...any individual who i.) has a physical or mental impairment which substantially limits one or more of such person’s major life activities, ii.) has a record of such impairment, or iii.) is regarded as having such as impairment.” (29 U.S.C. Sec.706.(8))
Physical or mental impairment	“...(A) 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; genitor-urinary; hermic and lymphatic; skin; and endocrine; or (B) any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.” (34 Code of Federal Regulations Part 104.3)
Major life activities	“...functions such as caring for one’s self performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.” (34 Code of Federal Regulations Part 104.3)
Has a record of such an impairment	“...has a history of, or has been classified as having, a mental or physical impairment that substantially limits one or more life activities.” (34 Code of Federal Regulations 104.3)