

The American with Disabilities Act: <https://www.ada.gov/>

The Texas A&M system adheres to and supports the Americans with Disabilities Act (ADA). System Offices employees may contact Dawn Santo at dsanto@tamus.edu to obtain the necessary forms to request a reasonable accommodation under the ADA.

What constitutes a disability?

A disability is defined in the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008 and Section 504 of the Rehabilitation Act of 1973 as a mental or physical impairment which substantially limits one or more major life activities. If you have a mental or physical condition, a history of such a condition, or a condition which may be considered by others as substantially limiting, you may have a legally defined disability.

What does substantially limiting mean?

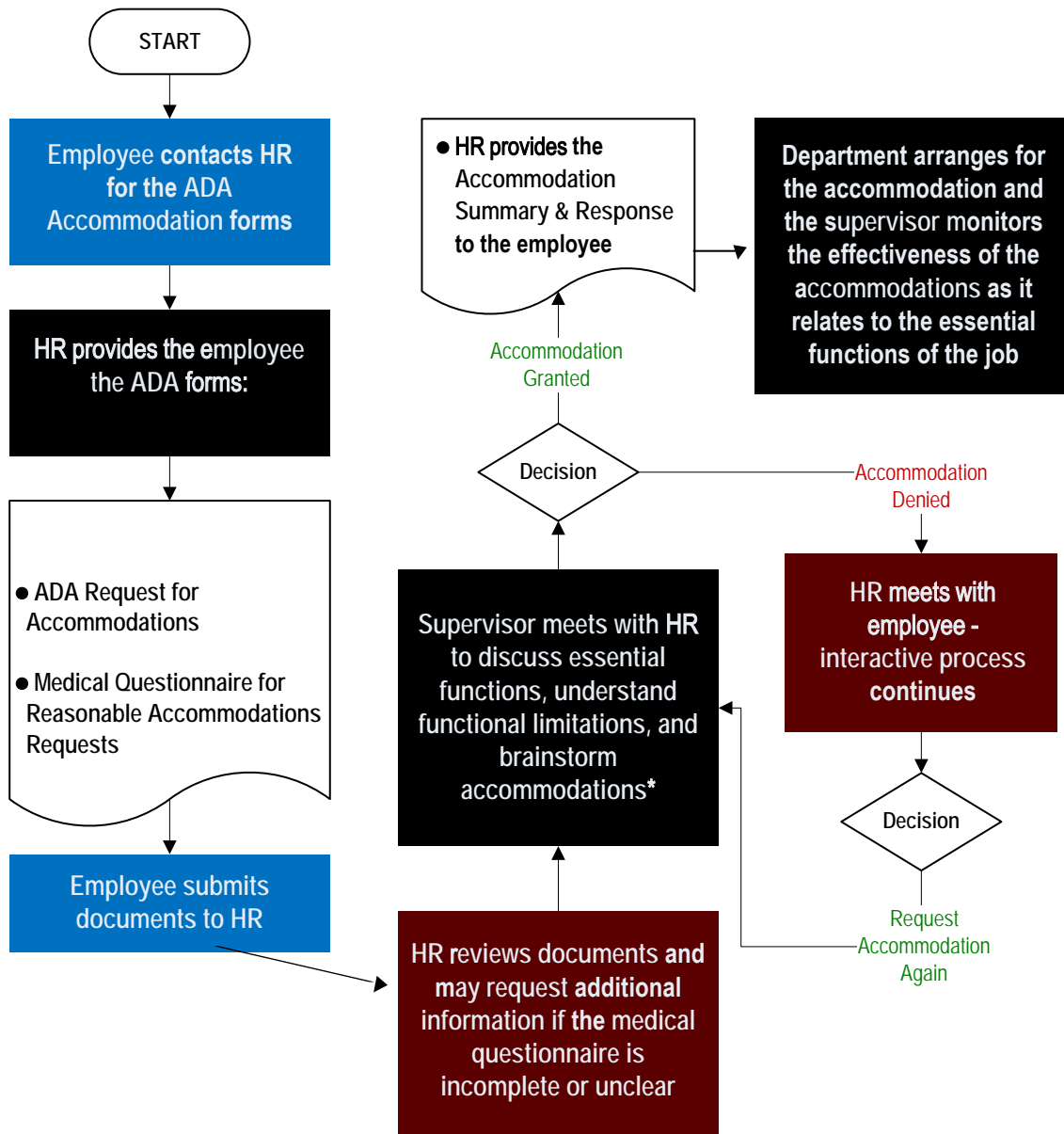
According to Section 504 of the Rehabilitation Act of 1973, substantially limiting is defined as being unable to perform a major life activity, or significantly restricted as to the condition, manner, or duration under which a major life activity can be performed, in comparison to the average person or to most people.

What is a major life activity?

According to Section 504 of the Rehabilitation Act of 1973, a major life activity is defined as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.

The ADA Amendment Acts of 2008 expanded this list to also include eating, sleeping, standing, lifting, reading, bending, concentrating, thinking, communicating, and working. In addition the ADAAA also includes major bodily functions (e.g., “functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions”).

ADA Accommodations Process Flowchart



*manager is not provided medical documentation