

Procedures for Providing Reasonable Accommodation for Individuals with Disabilities

GLOSSARY OF FUNCTIONAL LIMITATIONS

1. Difficulty in Handling and Fingering.

Decreased mobility, range of motion, and/or strength in the hands. Difficulties such as amputations, arthritis, cardiac disorders, cerebral palsy, stroke, congenital deformities, polio, multiple sclerosis, muscular dystrophy, and spinal cord injury may cause this limitation.

2. Difficulty in Interpreting Information.

Limited ability to interpret or understand the meaning of spoken or written information. Disabilities such as cerebral palsy, stroke, learning disability, and mental retardation may cause this limitation.

3. Difficulty in Lifting and Reaching with Arms.

Decreased mobility, range of motion, and/or strength in their upper extremities. Disabilities such as cardiac conditions, cerebral palsy, congenital deformities, multiple sclerosis, muscular dystrophy, and spinal cord injury may cause this limitation.

4. Difficulty of Moving Head.

Cannot easily look up, down and/or to the side. Disabilities such as arthritis, cerebral palsy, muscular dystrophy, and Parkinson's Disease may cause this limitation.

5. Difficulty in Sitting.

Lack of strength, restriction of motion, and/or lack of trunk control in bending, turning or balancing. Disabilities such as arthritis, congenital deformities, scoliosis (lateral curvature of the spine), and spinal cord injury may cause this limitation.

6. Difficulty in Using Lower Extremities.

Slowness of gait, impairment of kneeling, rising, walking, standing, and/or stair climbing. Disabilities such as arthritis, cancer, cardiac disorders, cerebral palsy, stroke, multiple sclerosis, muscular dystrophy, congenital deformities, and spinal cord injury may cause this limitation.

7. Inability to Use Upper Extremities.

Complete paralysis, severe incoordination, or amputation of upper extremities. Disabilities such as amputation, arthritis, cerebral palsy, congenital deformities, and spinal cord injury may cause this limitation.

8. Incoordination.

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Lack of control in placing or directing extremities (spasticity). Disabilities such as ataxia, cerebral palsy, stroke, hemiplegia, multiple sclerosis, and Parkinson's disease may cause this limitation.

9. Limitation of Hearing.

Persons with this limitation cannot understand usable speech with or without amplification. Persons with such conditions as brain damage, cancer, and complications from other disabilities such as congenital and traumatic loss, and otosclerosis may experience this limitation.

10. Limitation of Sensation.

Impaired nerve reception (heat, touch, pain, pressure) in various parts of the body. Disabilities such as stroke, polio, spinal cord injury, diabetes, and trauma may cause this limitation.

11. Limitation of Sight.

Cannot read newspaper-size print, have a vision of 20/200 (legally blind), have a vision field defect of 10% or less or have hemianopsia (one-sided vision). Disabilities such as cancer, cataracts, congenital or traumatic blindness, diabetes, glaucoma, tunnel vision, and retina degeneration may cause this limitation.

12. Limitation of Speech.

Have slow and/or indistinct speech, or use nonverbal communication. Disabilities such as brain damage, cancer, cerebral palsy, stroke, and hearing disorders may cause this limitation.

13. Limitation of Stamina.

Shortness of breath and/or abnormal elevation of blood pressure due to mild physical exertion. Disabilities such as asthma, arthritis, cardiac condition, cerebral palsy, stroke, emphysema, hypertension, multiple sclerosis, muscular dystrophy, renal disease, spinal cord injury, and tuberculosis may cause this limitation.

14. Poor Balance.

Difficult or impossible to maintain balance when moving or when stationary (standing, walking, rising, stair climbing). Disabilities such as amputations, stroke, ataxia, cerebral palsy, deafness, multiple sclerosis, muscular dystrophy, Parkinson's Disease, and spinal cord injury may cause this limitation.