

## NATIONAL SERVICE INCLUSION FACT SHEET

### Who are People with Disabilities?

A person with a disability is defined as: Someone with a physical or psychological condition that **substantially limits** one or more **major life activities**.

- A major life activity is “anything an average individual can do with little or no difficulty.”
  - Walking, Talking, Speaking, Seeing, Hearing, etc.
- Substantially limits refers to being unable to perform, or significantly limited in the ability to perform, an activity as compared with an average person.

The law also protects individuals who may not have any functional limitations, but could be subjected to discrimination. Such as:

- Someone who has a record of a disability
  - An individual who had epilepsy twenty years ago, but no longer experiences seizures
- Someone who is regarded as having a disability
  - An individual, who neither has, nor has ever had, a functional limitation, but could be perceived as having one (i.e. someone who has a large birthmark on their face)
- Someone who has an association with someone with a disability
  - The parent of a child with a disability or an individual who works closely with people who have AIDS

The National Service Inclusion Project

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