



IMPAIRMENT

Text Button I

EXAMPLES OF INCLUDED/EXCLUDED CONDITIONS DECIDED BY THE ADA AND SUBSEQUENT COURT CASES*

*Conditions included as a disability***

Tuberculosis
AIDS
Alcoholism
Learning disabilities
Epilepsy
Hypersensitivity to smoke
Drug addiction
Obesity

*Conditions excluded as a disability***

Intermittent depression or stress
Posttraumatic stress disorder
Chronic tardiness
Gender identity disorders
Sexual behavior disorders
Compulsive behavior disorders (e.g., kleptomania and gambling)
Current illegal use of drugs
Temporary non-chronic condition (e.g., broken leg)

* Helms LB, Helms CM. Medical education and disability discrimination: the law and future implications. *Acad Med* 1994;69(7):535-543.

** Individual state laws may significantly alter certain items listed in the above examples from federal law and subsequent cases. For example, in Washington state, gender identity disorders and temporary conditions may qualify for disability status.

From Losh DP, Church L. Provisions of the Americans with Disabilities Act and the development of essential job functions for family practice residents. *Fam Med* 1999;31:617-621.