

## SOP 1121 ATTACHMENT 4 DEFINITIONS

**Physical or mental impairment:** 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, genito-urinary, hemic and lymphatic, skin and endocrine; or any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

**Impaired:** having been diagnosed by a medical provider with a physical or mental impairment.

**Direct threat or direct threat of harm:** a significant current risk of substantial specific harm (not a speculative or remote risk), the risk of which harm is supported by facts, including objective current medical evidence and knowledge. The determination of direct threat must take into consideration the following four criteria:

- The probability of the harm occurring;
- The severity of the potential harm;
- The imminence of the potential harm;
- The duration – how long the risk is likely to be present

**Essential function(s):** the fundamental duties of a position as identified by the District.

**Serious health condition:** an illness, injury, impairment, or physical or mental condition as further defined by the District's family medical leave policy and as outlined in NFPA-1582, 2007 version.