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**CONFIDENTIAL**

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*via Campus Mail*

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## DEFINITIONS

### **Individual with a Disability and Qualified Individual with a Disability**

41 C.F.R. § 60-741.2(n) and 60-741.2(t)

“Individual with a disability” means any person who has a physical or mental impairment which substantially limits one or more of such person’s major life activities, has a record of such an impairment, or is regarded as having such an impairment.

“Qualified individual with a disability” means an individual with a disability who satisfies the requisite skill, experience, education and other job-related requirements of the employment position such individual holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of such position.

### **Vietnam Era Veteran**      41 C.F.R. § 60-250.2

“Vietnam era veteran” refers to a person who served on active duty for a period of more than 180 days and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty occurred in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or between August 5, 1964 and May 7, 1975, in all other cases; or was discharged or released from active duty for a service-connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or between August 5, 1964 and May 7, 1975, in all other cases.

### **Disabled Veteran and Qualified Disabled Veteran**      41 C.F.R. § 60-250.2

“Disabled veteran” refers to (a) a veteran who is entitled to compensation (or who but for the receipt of military retirement pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment disability; (b) a person who was discharged or released from active duty because of a service-connected disability.

“Qualified disabled veteran” means a disabled veteran who satisfies the requisite skill, experience, education and other job-related requirements of the employment position such veteran holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of such position.

### **Recently Separated Veteran**      P.L. 106-419 [2000]

“Recently Separated Veteran” means any veteran during the three-year period beginning on the date of discharge or release from active duty.

### **Other Protected Veteran**      Jobs for Veterans Act (JVA), P.L. 107-288 [2002]

“Other Protected Veterans” refers to those who served on active duty during a war or in a **campaign or expedition for which a campaign badge has been authorized**; and veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an **Armed Forces Service Medal** was awarded pursuant to Executive Order 12985. (For a list of officially recognized campaigns, please see <http://www.opm.gov/veterans/html/vgmedal2.asp>.)