



**EMERGENCY INFORMATION**

Basic Emergency Information: \_\_\_\_\_

Contact 1:

Name: \_\_\_\_\_  
Phone: \_\_\_\_\_ V  
\_\_\_\_\_ TTY  
Address: \_\_\_\_\_  
Relation: \_\_\_\_\_

Contact 2:

\_\_\_\_\_ V  
\_\_\_\_\_ TTY  
\_\_\_\_\_  
\_\_\_\_\_

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**DISCLAIMER:**

In compliance with Local, State and Federal Affirmative Action and Equal Employment Opportunity regulations, People Incorporated is responsible for developing a monitoring system to develop its selection and hiring practices, measure the effectiveness of its Affirmative Action Plan and produce required reports to various governmental agencies.

In order to comply with these regulations, we need to identify certain applicant data. You are not required by Law to provide the information regarding ethnicity, handicaps or disabilities requested.

The information that you provide will only be used for Affirmative Action and Equal Employment Opportunity reports.

**Definition of a “disability” according to the ADA:**

The ADA establishes a three-prong definition of the term “disability.” An individual must satisfy at least one of the prongs in order to be considered “disabled.” Guidance §1630.2(g). An individual is considered to have a “disability” if he or she: (1) has a physical or mental impairment that substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment.

- ◆ Physical or Mental Impairment: Under the ADA, a “physical or mental impairment” means: (1) any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss of 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 (2) any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
- ◆ Substantially Limits: Only a substantial impairment constitutes a disability under the ADA. The term “substantially limits” means: (1) unable to perform a major life activity that the average person in the general population can perform, or (2) significantly restricted as to the condition, manner or duration under which an individual can perform a particular major life activity as compared to the condition, manner or duration under which the average person in the general population can perform that same major activity. 29 C.F.R. §1630.2(J)(1); Guidance §1630.2(J); H.R. Rep. No. 101-485, Pt. 2, at 52 (1990).
- ◆ Major Life Activity: The term “major life activity” refers to those basic activities that the average person in the general population can perform with little or no difficulty. Guidance §1630.2(i). Such activities include caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. 29 C.F.R. §1630.2(i); Guidance §1630.2(i); H.R. Rep. No. 101-485, Pt. 2, at 52 (1990); H.R. Rep. No. 101-485, Pt. 3, at 28 (1990); Technical Assistance Manual, at II-3. This list is not exhaustive and may also include sitting, standing, lifting, and reaching. Id.