



Mystic & Noank
LIBRARY

Individuals with Disabilities Policy

Adopted 07.12.2022

Updated 03.24.2026

I. Overview and Policy

As part of our commitment to diversity, respect for others, and the principles of equal employment opportunity, it is the policy of the Mystic & Noank Library (the “Library”) to comply with the Americans With Disabilities Act of 1990, as amended (the “ADA”), and accompanying regulations, as well as the Connecticut Fair Employment Practices Act regarding the employment of individuals with disabilities.

II. Definitions

- 1) The term “disability” under the ADA means, with respect to an individual,
 - a) a physical or mental impairment that substantially limits one or more major life activities of such individual;
 - b) a record of such an impairment; or
 - c) being regarded as having such an impairment.
- 2) “Major life activities” include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.
- 3) “Major bodily functions” include but are not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.
- 4) “Regarded as having such an impairment” means that the individual has been subjected to an adverse action because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity. This definition does not apply to impairments that are transitory and minor. A transitory impairment is an impairment with an actual or expected duration of 6 months or less.