



It is against the ANR Affirmative Action Policy to discriminate against persons with disabilities. All of the ANR programs, including 4-H, are also under mandate of the federal government, by authority of the Americans with Disabilities Act, 1991, to ensure that our programs are accessible to persons with disabilities.

ANR policy addresses any individual with a disability who is connected with the 4-H program: a youth, a parent, a volunteer or committee member, 4-H YDP staff or office staff person.

Disability

A disability is defined as physical or mental impairment that substantially limits one or more major life activities of such individual, a record of such an impairment or being regarded as having such an impairment.

Physical Impairment

Physiological disorders and conditions, cosmetic disfigurement and anatomical losses which affect an of the following body systems: Neurological, musculoskeletal, special sense organs, respirator (including speech organs), cardiovascular, reproductive, digestive, genitor-urinary, hemic and lymphatic, skin and endocrine.

Mental or Psychological Impairments

Disorders such as mental retardation, organic brain syndrome, emotional or mental illness and specific learning disabilities.

Some examples of specific disorders which are physical or mental impairments covered above include orthopedic, visual or speech impairments, HIV infection (AIDS), cancer, alcoholism, diabetes and emotional illness.

Record of Impairment

Individuals who are not currently disabled but have a record of disability, whether the individual has recovered from past impairment or have been misclassified as having been impaired. For example, cancer patients in remission, recovering alcoholics, and people misdiagnosed as having a learning disability.





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Regarded as Having a Disability

Due to perpetration of myth, fear or stereotype. For example, individuals with a disfiguring birthmark on forehead or those merely rumored to be HIV positive.

Major Life Activities

Caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, etc.

Conditions which are not Physical or Mental Impairments

Examples of conditions which are not physical or mental impairments:

- Physical characteristics: eye color, hair color, left-handedness, height, weight, muscle tone, pregnancy and obesity;
- Advanced age;
- Characteristic predispositions to illness or disease;
- Personality traits: poor judgment or a quick temper; and
- Disadvantages: poverty, lack of education, or a prison record.

It is the policy of the University of California (UC) and the UC Division of Agriculture & Natural Resources not to engage in discrimination against or harassment of any person in any of its programs or activities (Complete nondiscrimination policy statement can be found at <http://ucanr.edu/sites/anrstaff/files/176836.doc>). Inquiries regarding ANR's nondiscrimination policies may be directed to UCANR, Affirmative Action Compliance & Title IX Officer, University of California, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1397.

