**Section 750.20 Definitions**

 "ADA" is the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

 "ADA Executive Appeals Committee" is a committee established by the Department consisting of: a Deputy Director, Office of Finance and Administration; an Assistant Chief Counsel, Office of Chief Counsel; the Manager, Civil Rights Office, Office of Finance and Administration; a Deputy Director, Division of Highways; and one rotating member, appointed annually by the Director, Office of Finance and Administration. The ADA Executive Appeals Committee shall review matters that cannot be resolved at the ADA Resource Information Coordinator level.

 "ADA Resource Information Coordinator" is the person appointed by the Department to coordinate the Department's efforts to comply with and carry out its responsibilities under Title II of the ADA. The Designated Coordinator for the Department is the Manager, Employee Assistance Unit, Office of Finance and Administration, Bureau of Employee Services, 2300 South Dirksen Parkway, Springfield, Illinois 62764. Phone: (217)524-1242, Telecommunications Device for Deaf Persons: (217)524-4874 and 524-4875.

 "Complainant" is an individual with a disability who files a grievance in accordance with this Part.

 "Department" is the Illinois Department of Transportation.

 "Disability" means, with respect to an individual, a physical or mental impairment that substantially limits one or more of the major life activities of such individual; a record of such an impairment; or being regarded as having such an impairment. (28 CFR 35.104, effective January 26, 1992)

 "Grievance" is a complaint filed with the Department by an individual alleging that he or she has been subject to discrimination by the Department on the basis of his or her disability with respect to the Department's services, programs or activities.

 "Major Life Activities" means functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. (28 CFR 35.104, effective January 26, 1992)

 "Physical or mental impairment" means any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal (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. (28 CFR 35.104, effective January 26, 1992)

 "Qualified individual with a disability" means an individual with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by a public entity. (28 CFR 35.104, effective January 26, 1992)

 "Reasonable Accommodation" means modifications or adjustments to services, programs or activities that enable a qualified individual with a disability to participate therein, or enjoy the benefits thereof.

 "Undue hardship" means, with respect to the provision of an accommodation, significant difficulty or expense incurred by a covered entity.