

Appendix D: Acronyms and Glossary of Terms

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ACRONYMS

ADA	— Americans With Disabilities Act	FJA	— Functional Job Analysis
ADAA	— Anxiety Disorders Association of America	HUD	— U.S. Department of Housing and Urban Development
CADPPD	— Coalition Against the Discrimination of People With Psychiatric Disabilities	ICIDH	— International Classification of Impairments, Disabilities, and Handicaps
CLC	— Corporate Leadership Council	IOM	— Institute of Medicine
CMHS	— Center for Mental Health Services	JAN	— Job Accommodation Network
CPS	— Current Population Survey	JIMS	— Job Information Matrix Systems
CSP	— Community Support Program	NAMI	— National Alliance for the Mentally Ill
D/ART	— DEPRESSION Awareness, Recognition, and Treatment	NAPAS	— National Association of Protection and Advocacy Systems
DBTAC	— Disability and Business Technical Assistance Center	NAPS	— National Association of Psychiatric Survivors
DOL	— U.S. Department of Labor	NASMHPD	— National Association of State Mental Health Program Directors
DOT	— Dictionary of Occupational Titles	NCOD	— National Council on Disability
DSM-III-R	— Diagnostic and Statistical Manual, third edition, revised	NDMDA	— National Depressive and Manic-Depressive Association
EAP	— Employee Assistance Program	NHIS	— National Health Interview Survey
ECA	— Epidemiologic Catchment Area	NIDRR	— National Institute on Disability and Rehabilitation Research
EEOC	— U.S. Equal Employment Opportunity Commission	NIMH	— National Institute of Mental Health
ERISA	— Employee Retirement Income Security Act of 1974		
FHA	— Fair Housing Act		

NIOSH	—National Institute for Occupational Safety and Health
NMHCA	— National Mental Health Consumer Association
OFCCP	— Office of Federal Contract Compliance Programs
PAIMI	— Protection and Advocacy for Individuals with Mental Illness
PHA	—public housing agency
RSA	— Rehabilitation Services Administration
SAMHSA	— Substance Abuse and Mental Health Services Administration
SIPP	— Survey of Income and Program Participation
SSA	— Social Security Administration
SSDI	— Social Security Disability Insurance
SSI	— Supplemental Security Income
UCDI	— Uniform Client Data Instrument
VR	— vocational rehabilitation
WBGH	— Washington Business Group on Health
WHO	— World Health Organization

GLOSSARY OF TERMS

Activities of daily living: Used in various measures of functional limitations, activities of daily living or ADLs are the most basic level of self-care tasks, which typically include such activities as feeding oneself, maintaining continence, using the toilet, bathing, dressing, getting in and out of a bed or chair, and getting around inside the house. See *functional limitation*.

Bipolar disorder: A severe mood disorder characterized by manic and major depressive episodes, with periods of recovery generally separating the mood swings. Psychosis may be present during manic episodes. See *major depression*.

Direct threat: Defined in the ADA as “a significant risk to the health or safety of others that cannot be eliminated by reasonable accommodation” (42 U.S.C. 12111). Under the ADA, employers may include as a qualification stan-

dard a requirement that an individual not pose a direct threat in the work place.

Disability: As defined by the ADA, “with respect to an individual: (A) a physical or mental impairment that substantially limits one or more of the major life activities of such individual; (B) a record of such an impairment; or (C) being regarded as having such an impairment” (42 U.S.C. 12102(2)). In general, disability reflects impairment, its functional sequelae, and environmental supports and demands. Under the functional limitation model of disability, disability refers to impaired performance of a socially defined role, reflecting an impairment or functional limitation and the environmental supports and demands. In the World Health Organization’s model of disability, disability is the result of impairment, referring to the inability or restricted ability to perform activities considered within the range normal for humans. See *functional limitation model of disability, impairment, functional limitation, psychiatric disability*.

Disability rights movement: Comprises a coalition of people with various types of disabilities, who work together advocating for disability policies that foster independence, integration, adequate services, freedom of choice, and self-determination.

Disease: Under the World Health Organization system of classifying disability, refers to pathology in an individual. See *pathology, impairment, disability*.

Dysthymia: A disorder under the DSM-III-R involving a chronic mood disturbance, specifically depressed mood, for at least 2 years. Other symptoms may be associated with the periods of depressed mood as well, including: poor appetite or overeating, insomnia or hypersomnia, low energy or fatigue, low self-esteem, poor concentration or difficulty making decisions, and feelings of hopelessness. See *major depression*.

Empowerment: A fundamental principle held by people with psychiatric disabilities who have organized, empowerment connotes a sense of

personal and social potency; acquiring the ability to make decisions that affect an individual's life. See *disability rights movement*.

Essential functions of a job: Defined in the ADA as “those functions that are not marginal; the fundamental job duties of the employment position. Reasons for calling a task an essential function include: the function may be essential because the reason the position exists is to perform that function; the function may be essential because of the limited number of employees available among whom the performance of that job function can be distributed; and/or, the function may be highly specialized so that the incumbent in the position is hired for his or her expertise or ability to perform the particular function” (56 FR 35735). See *qualified individual with a disability*.

Fair Housing Act Amendments of 1988: The original Fair Housing Act, passed in 1968, prohibits discrimination in public and private real estate transactions based on race, color, religion, sex, or national origin. The 1988 Amendments extended its coverage to people with disabilities.

Fountain House: Founded in 1957 in New York, it pioneered “clubhouses,” an approach topsy-turvy social rehabilitation that provides for transitional employment services. The club houses place individuals in temporary jobs with on-site support and training. See *Transitional employment*.

Functional limitation: Restrictions on an individual's actions or activities, under the functional limitation model of disability. See *functional limitation model of disability*.

Functional limitation model of disability: A model of disability that includes four stages on the path toward disability: pathology, impairment, functional limitation, and disability. This model notes that a variety of factors, such as treatment, financial resources, or personal expectations, can impinge on any stage. The model also asserts that disability is not the inevitable result of a pathological condition, impairment, or even functional limitation. See

pathology, impairment, functional limitation, and disability.

Handicap: Under the World Health Organization's model of disability, a person is said to have a handicap when an impairment or disability limits or prevents role performance for that individual in society. Is equivalent to the term disability in the functional limitation model of disability. Term is generally rejected as stigmatizing in the United States. See *disability*.

Illegal use of drugs: According to the ADA, illegal use of drugs means “the use of drugs, the possession or distribution of which is unlawful under the Controlled Substances Act” (21 U.S.C. 812).

Impairment: Impairment reflects functional restrictions at the organ level, stemming from either pathologies or other mental, emotional, physiological, or anatomical losses or abnormalities. Under EEOC regulations for the ADA, impairment refers to “any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genito-urinary, heroic 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” (56 FR 35735). See *functional limitation model of disability*.

Instrumental activities of daily living: Used in various measures of functional limitations, instrumental activities of daily living or IADLs are activities relevant to independent living, including such things as use of the telephone, travel beyond walking distance, shopping, preparing meals, doing housework and/or laundry, taking medications, managing finances, and doing yard work. See *activities of daily living*.

Major depression: A mood disorder characterized by profound depression, that is, complete loss of interest or pleasure in activities. Other

common symptoms include weight gain or loss, insomnia or excessive sleepiness, slowed or agitated movement, intense feelings of guilt or worthlessness, diminished ability to concentrate, and recurrent thoughts of death or suicide. Bouts of depression commonly recur. Psychosis may also accompany major depression. See *bipolar disorder*.

Major life activities: As defined by the EEOC in regards to the ADA, major life activities are functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. Major life activities are those basic activities that the average person in the general population can perform with little or no difficulty. To be covered under the ADA's first prong of the definition of disability, impairments must substantially limit one or more major life activity. Critics argue that the EEOC definition of major life activities is not useful for psychiatric disabilities. See *disability, impairment*.

Obsessive-compulsive disorder: A mental disorder characterized by recurrent and persistent thoughts, images, or ideas perceived by the sufferer as intrusive and senseless (obsessions) and by stereotypic repetitive, purposeful actions perceived as unnecessary (compulsions). It is generally a chronic condition, with symptoms waxing and waning over time.

Panic disorder: A mental disorder characterized by sudden, inexplicable bouts, or attacks, of intense fear and strong bodily symptoms, namely, increased heart rate, profuse sweating, and difficulty breathing. Panic attacks occur twice a week, on average.

Pathology: Under the functional limitation model of disability, pathology refers to an abnormal change in a normal bodily process or structure that results from such factors as infection, trauma, or developmental process. See *functional limitation model of disability, disease*.

Primary consumer: Refers to individuals with disabilities themselves. See *secondary consumer*.

Psychiatric disability: A disability that flows from a mental disorder. Functional limitations commonly associated with psychiatric disabilities include problems with social interactions, dealing with stress, and concentrating. See *disability*.

Psychosis: A mental state characterized by extreme impairment of the sufferer's perception of reality, including hallucinations, delusions, incoherence, and bizarre behavior. Psychosis is a prominent symptom of schizophrenia. See *schizophrenia*.

Psychosocial rehabilitation: Comprises a broad range of services that assists persons with long-term psychiatric disabilities increase their functioning so that they are successful and satisfied in the environments of their choice with the least amount of ongoing professional intervention. See *Fountain House*.

Qualified individual with a disability: As defined by the ADA, "an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that such person holds or desires." See *essential functions of a job*.

Reasonable accommodation: Under the ADA, "the term 'reasonable accommodation' may include: (A) making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and (B) job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities." See *undue hardship*.

Rehabilitation Act of 1973, Title V: Important legal antecedent to the ADA. Sections 501 and 503 require affirmative action in the hiring and advancement of people with disabilities by the Federal Government and any of its contractors

(and, under section 503, subcontractors) receiving over \$10,000. These sections forbid Federal executive agencies and Federal contractors and subcontractors from job discrimination against People with disabilities. Section 504 prohibits discrimination or exclusion because of disability in all programs or services offered by recipients of Federal funds and by executive agencies.

Schizophrenia: A mental disorder characterized by disturbance of cognition, delusions and hallucinations, and impaired emotional responsiveness. The disorder consists of positive symptoms (delusions, hallucinations, illogical thought, and bizarre behavior) and negative symptoms (blunting of emotion, apathy, and social withdrawal). See *psychosis*.

Secondary consumer: Refers to family members or others who care for people with disabilities. See *primary consumer*.

Social Security Disability Insurance (SSDI): An income maintenance program operated by the U.S. Social Security Administration. It is an insurance program for those who have become disabled. Eligibility for this program hinges on the inability to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment(s) which can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months. See *Supplemental Security Income*.

Supplemental Security Income (SSI): An income maintenance program operated by the U.S. Social Security Administration. It is a social welfare program for people who are blind, aged, or disabled. Eligibility for this program hinges on the inability to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment(s) which can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months. See *Social Security Disability Insurance*.

Supported employment: A term applied to a variety of programs to assist individuals with severe disabilities in paid employment. Supported employment services are integrated into the work setting. Examples of supported employment include modified training materials, restructuring essential functions to enable an individual to perform a job, or hiring an outside professional (job coach) to assist in job training. See *transitional employment*.

Technical assistance: Any form of information dissemination aimed at assisting with implementation of the ADA, including: brochures, public and video presentations, conferences, training programs, toll-free help lines, computer bulletin boards, clearinghouse activities, posters, or manuals.

Transitional employment: An approach to vocational rehabilitation that places individuals with disabilities in temporary jobs with onsite support and training. See *Fountain House*.

Underwrite: The process by which an insurer determines whether and on what basis it will accept an application for insurance.

Undue hardship: Defined by the ADA as “an action requiring significant difficulty or expense . . . In determining whether an accommodation would impose an undue hardship on a covered entity, factors to be considered include: (i) the nature and cost of the accommodation needed under this Act; (ii) the overall financial resources of the facility or facilities involved in the provision of the reasonable accommodation; the number of persons employed at such facility; the effect on expenses and resources, or the impact otherwise of such accommodation upon the operation of the facility; (iii) the overall financial resources of the covered entity; the overall size of the business of a covered entity with respect to the number of its employees; the number, type, and location of its facilities; and (iv) the type of operation or operations of the covered entity, including the composition, structure, and functions of the workforce of such entity; the

