

## Appendix 1: Employment

State & General Statute 1	Employer Defined <sup>1</sup> 2	Disability Defined <sup>2</sup> 3	Exclusions <sup>3</sup> 4	Qualified / Direct Threat <sup>4</sup> 5	Reasonable Accommod. <sup>5</sup> 6
<b>California</b> Cal. Gov't Code §12900 <i>et seq.</i> <i>"Department of Fair Employment &amp; Housing"</i> ; Cal. Code Regs. tit. 2, §7286.3 <i>et seq.</i> <i>"Discrimination in Employment"</i>	CA §12926(d). State & any person w/ 5 employees.	CA §12926(i) & (k). Broadens ADA's three prongs by only requiring that disorder limit (make difficult) major life activity.	CA §12926(i) & (k). Follows ADA. 2 ADC §7293.6(d). Unlawful use of controlled substances or other drugs is not, in and of itself, a disability.	CA Follows ADA. / §12940(a)(1)-(2). May refuse to hire/discharge employee who, even w/ reasonable accomods., would endanger health/safety of self/others.	CA §12926(n). Follows ADA.
<b>Colorado</b> Colo. Rev. Stat. §24-34-301 <i>et seq.</i> <i>"Colorado Civil Rights Commission"</i> ; Colo. Rev. Stat. §§24-34-801 to -804. <i>"Persons with Disabilities--Civil Rights"</i> ; 3 Colo. Code Regs. §708-1. <i>"Civil Rights Commission"</i>	CO §24-34-401(3). State & any person.	CO §24-34-301(2.5)(a). Follows ADA.	CO §24-34-301(b)(l). Illegal use of/addiction to controlled substance.	CO 3 ADC §708-1. Rule 60.2. W/ reasonable accomod. can perform essential job functions. / Not stated.	CO 3 ADC §708-1. Rule 60.2(C)(2). Follows ADA regarding accessibility of facilities; job restructuring; work schedules; modification of equipment & provision of readers/interpreters.