



## 5. HANDICAPPED PERSON

An Act to Secure Handicapped Persons in the Exercise of Their Rights with a View to Achieving Social, School and Workplace Integration (CQLR chapter E-20.1 section 1) gives the following meaning to handicapped person:

*(...) a person with a deficiency causing a significant and persistent disability, who is liable to encounter barriers in performing everyday activities.*

More specifically, a handicapped person is a person...

- with a **deficiency** (the loss, malformation or insufficiency of an organ or bodily structure, inherited at birth or acquired in the course of the person's life)...
- causing a **significant** (of a degree of severity or gravity that makes it impossible to restore the person's capacities through the use of prostheses such as glasses, contact lenses, hearing aids, or orthoses such as orthopedic inserts or shoes)...
- and **persistent** (not expected to disappear)...
- **disability** (a reduced ability to function in intellectual, psychological, physiological or anatomical terms in a way or within limits considered to be normal)...
- who is liable to encounter **barriers in performing everyday activities**.

The following examples illustrate problematic situations in which persons with significant and persistent disabilities are likely to experience in the workplace. (The list below is non-exhaustive and does not contain legal definitions.)

- Difficulty using hands or arms, for example) grasping or handling a stapler or using a keyboard.
- Difficulty moving around, from one office to another, up and down stairs, etc.
- Inability to see or difficulty seeing (this excludes the use of glasses or contact lenses).
- Inability to hear or difficulty hearing.
- Inability to talk or difficulty talking or being understood.
- Difficulty driving a non-adapted vehicle.
- Difficulty functioning mentally or intellectually.

On that basis, are you a handicapped person? Check NO or YES.

YES  
NO

If the answer is YES, please tell us what your special needs are:

## 6. LANGUAGES THAT YOU SPEAK

Would you accept to be included in a database of resource persons who speak one or several languages other than English?

YES  
NO

French

German

Arabic

Spanish

Greek

Italian

Portuguese

Vietnamese

Chinese

Polish

Other (specify):