

Amendments to the Kansas Act Against Discrimination; HB 2335

HB 2335 amends the Kansas Act Against Discrimination (KAAD). Specifically, it amends a provision in the definition of "disability" that relates to being regarded as having a physical or mental impairment by striking "by the person or entity alleged to have committed the unlawful discriminatory practice complained of." It also expands the definition of "regarded as having such an impairment" and clarifies that reasonable accommodation or a reasonable modification of policies, practices, or procedures need not be provided to a person regarded as having a physical or mental impairment. Further, the bill defines "major life activities" and states that the KAAD definition of "disability" should be construed in favor of broad coverage of individuals to the extent permitted by the KAAD.

Additionally, the bill provides that an impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability, and that an impairment that is episodic or in remission is a disability if it substantially limits a major life activity when active. Finally, it provides that the determination of whether an impairment substantially limits a major life activity be made without regard to the ameliorative effects of mitigating measures such as medication, equipment, or technology. Ordinary eyeglasses and contact lenses, however, will be considered.