

**HOUSE BILL NO. 1092**

Introduced by

Human Services Committee

(At the request of the Labor Commissioner)

1 A BILL for an Act to amend and reenact subsection 5 of section 14-02.4-02 of the North Dakota  
2 Century Code, relating to the definition of disability under the North Dakota Human Rights Act.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. AMENDMENT.** Subsection 5 of section 14-02.4-02 of the North Dakota  
5 Century Code is amended and reenacted as follows:

6 5. "Disability" means a physical or mental impairment that substantially limits one or  
7 more major life activities, a record of this impairment, or being regarded as having  
8 this impairment. The term disability shall be interpreted consistently with those  
9 terms used by the Americans with Disabilities Act of 1990 as amended by the ADA  
10 Amendments Act of 2008 [Pub. L. 110-325; 122 Stat. 3553].