



Is Obesity an Impairment Under the Americans With Disabilities Act?

Publication

12.20.12

Employers are in a quandary when it comes to determining if obesity is an impairment under the Americans with Disabilities Act. When Congress passed the ADA in 1990, it defined a disability as an impairment that substantially limits a major life activity, a record of such an impairment or being regarded as having such an impairment. The ADA Amendments Act of 2008 did not change the words in the definition of actual disability, but it indicated that the terms "substantially limited" and "major life activity" should be broadly interpreted.

This article appeared in the December 20, 2012 edition of *Becker's Hospital Review*. [Click here](#) to view the entire article.

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