OFFICE OF THE SECRETARY

P.O. Box 942883
Sacramento, CA 94283-0001

STATE EMPLOYEE DISABILITY QUESTIONNAIRE

The California Department of Human Resources (CalHR) is dedicated to ensuring that fair and equal treatment is provided to all state employees. The following survey was developed to identify the number of employees with disabilities currently employed at your department and throughout our state workforce. Information collected is used to assist departments to identify if they are meeting their goal of having an equitable representation of persons with disabilities.

Although your response is voluntary, your participation is essential to the State achieving its goals. **Your identity will be kept confidential and will not be shared with your department.**

Authority Section 504 of the U.S. Rehabilitation Act of 1973 and Government Code Section 19233(b).

According to the Fair Employment and Housing Act, an "**Individual with a Disability**" is a person who: (a) has a physical or mental impairment or medical condition which limits one or more major life activities; or (b) has a record or history of such an impairment or medical condition; or (c) is regarded as having such an impairment or medical condition.

"Limits" means that the impairment or condition makes the achievement of any major life activity difficult. This must be determined without regard to mitigating measures such as medication, assistive devices, prosthetics, or other reasonable accommodation.

Please log on to the following web page and enter your information:

http://exams.spb.ca.gov/disability/DisabilityForm.cfm?dept=FP00