Disability access barriers may be experienced in the following areas: technological, physical, attitudinal or programmatic (academic, social or university-wide.)

Common impairments may include:

- Mental Health: Panic Disorder, Post Traumatic Stress Disorder (PTSD), Bipolar Disorder, or Major Depressive Disorder (MDD)
- Attention Deficit Hyperactive Disorder (ADHD)
- Learning Disabilities: significantly impacting reading, math, or writing, or processing
- Chronic health: Epilepsy, Diabetes, Crohn’s Disease, or migraines
- Communication: autism or stuttering
- Sensory impairments: blind or D/deaf or hard of hearing
- Mobility: Multiple Sclerosis or Cerebral Palsy
- Temporary: Pregnancy with medical complications, a broken limb, or concussion

Equal Employment Opportunity Commission (EEOC) guidance indicates employers should not be spending a lot of time analyzing whether employees meet the definition of disability under the ADA as amended. Rather, the focus should be on the accommodation requested, whether it is reasonable, whether it can be provided without an undue hardship, and whether other accommodations can be considered.

Adjustments for a typical Pregnancy or nursing mother are handled by the Title IX office. Contact (419) 530-4191, or visit Snyder Memorial 1120 or titleix@utoledo.edu for additional information.

The University does not discriminate on the basis of disability in violation of the ADA, or the Rehabilitation Act in admission or access to, or treatment or employment in, its programs or activities. For consultation or to express concerns about disability access, please contact the University’s ADA Compliance Officer at (419) 530-2522.