

**CHAPTER 3900**  
**DEPARTMENT OF EMPLOYEE RELATIONS**  
**PERSONNEL**

**3900.0400 DEFINITIONS****3900.0400 DEFINITIONS.**

*[For text of subps 1 to 11, see M.R. 1983]*

Subp. 12. [Repealed, 8 SR 1479]

Subp. 12a. **Handicapped.** "Handicapped" means any person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.

"Handicapped" does not include any individual who is an alcohol or drug abuser whose current use of alcohol or drugs prevents the individual from performing the duties of the job in question or whose employment, by reason of the current alcohol or drug abuse, would constitute a direct threat to property or the safety of others.

*[For text of subps 13 to 15, see M.R. 1983]*

Subp. 16. [Repealed, 8 SR 1479]

*[For text of subps 17 to 22, see M.R. 1983]*

**Statutory Authority:** *MS s 43A.04 subd 3*

**History:** 8 SR 1479