

**WAC 357-46-160 What is a disability separation?** A disability separation is an action taken to separate an employee from service when the employer determines that the employee is unable to perform the essential functions of the employee's position or class with or without reasonable accommodation due to mental, sensory, or physical incapacity. Disability separation is not a disciplinary action.

[Statutory Authority: Chapter 41.06 RCW. WSR 04-18-114, § 357-46-160, filed 9/1/04, effective 7/1/05.]