

**WAC 132A-350-045 Definitions. Essential functions:** The fundamental job duties of the position that the individual with a disability holds or desires.

**Essential requirements:** The fundamental student learning outcomes and course curriculum requirements or activities.

**Qualified student:** A student with a disability who, with or without reasonable accommodations, meets the academic and technical standards required for admission to, participation in, and/or fulfills the essential requirements of college programs or activities.

**Qualified employee:** An employee with a disability who meets the skill, experience, education, and other job related requirements for the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of the job.

[Statutory Authority: RCW 28B.50.140(13). WSR 16-08-109, § 132A-350-045, filed 4/5/16, effective 5/6/16. Statutory Authority: RCW 28B.50.140 and chapter 28B.50 RCW. WSR 99-15-072, § 132A-350-045, filed 7/20/99, effective 8/20/99.]