



Guidelines on Eligibility as a Person with a Disability (PwD)

If you are unsure whether you can self-identify as a Person with a Disability (PwD), please use the guidelines below as informational support.

Brazilian Decree No. 3,298/99 and the applicable Normative Instruction are references used in this process, considering functionality based on the International Classification of Functioning (ICF). When necessary, **validation is carried out based on medical documentation by qualified professionals**. Employees are not expected to assess or interpret clinical reports on their own.

To make this easier to understand, we have listed below some ICD groups in which eligibility is usually more straightforward, along with examples of situations in which a health condition may be characterized as a disability.

Diagnoses with direct eligibility (examples of ICD codes)

- Autism Spectrum Disorder: **ICD-10 – F84** (Pervasive developmental disorders).
- Monocular vision: **ICD-10 – H54.4** (Blindness in one eye).
- Severe or profound hearing loss: **ICD-10 – H90.3** (Bilateral hearing loss above 41 dB).
- Dwarfism: **ICD-10 – E34.3** (Short stature).
- Permanent ostomies: **ICD-10 – Z93** (Presence of an artificial opening, such as a colostomy).
- Amputations or absence of limbs:

Congenital malformations

- Q71.0 – Complete congenital absence of upper limb(s).
- Q71.1 – Absence of arm and forearm, with hand present.
- Q71.2 – Absence of forearm and hand.
- Q71.3 – Absence of hand and finger(s).
- Q72.0 – Complete congenital absence of lower limb(s).
- Q72.1 – Congenital absence of thigh and leg, with foot present.
- Q72.2 – Congenital absence of leg and foot.

Traumatic amputations

- S48 – Traumatic amputation of shoulder and arm.
- S68 – Traumatic amputation at the wrist and hand (including fingers).
- S78 – Traumatic amputation of hip and thigh.
- S88 – Traumatic amputation of the leg (transtibial level or knee disarticulation).
- S98 – Traumatic amputation of the foot and toes.

2. Conditions that depend on functionality for PwD eligibility

In these cases, the ICD code alone does not define eligibility. What is considered is the presence of a permanent functional limitation, which may be assessed by qualified professionals when applicable.

- Sequelae from fractures or surgeries (**ICD groups S and M**): Did the limb become shorter? Is the joint stiff (unable to bend or extend)? Is there permanent loss of muscle strength?
- Severe spinal conditions (**ICD group M**): Did the injury result in paraparesis (loss of strength in the legs) or changes in gait (the way the person walks)?
- Stroke sequelae (**ICD group I**): Is there partial paralysis, speech impairment, or loss of motor coordination?
- Low vision (**ICD group H**): Even with the best corrective lenses, does the person still have significant difficulty reading or a restricted visual field?

If you are unsure, **you may proceed with completing the form as usual.**