

## What Do You Call People with Disabilities? PEOPLE.

Friends, neighbors, coworkers, colleague, employee, boss or any other word you would use for a person.

**What is People First Language?** It is a way of communicating that reflects respect and knowledge for people with disabilities by choosing words that recognize the person first, not their disability.

It is important to learn the proper use of PEOPLE-FIRST language when referring to people with disabilities. Learn to recognize when incorrect wording is used when referring to individuals with disabilities.

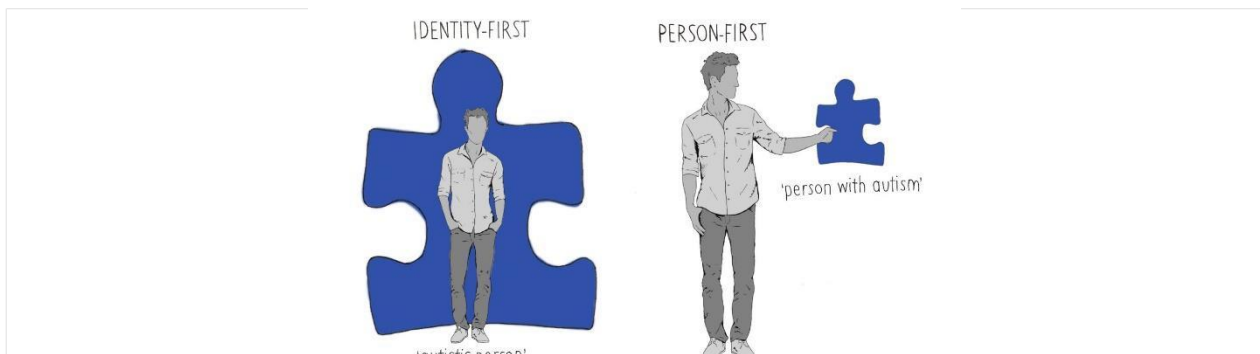
Many Times, the use of a common phrase or term can be demeaning even if that is not the spoken intent.

## Distinction between Disability and Handicap

A **Disability** is a condition caused by an accident, trauma, genetics or disease, which may limit a person's mobility, hearing, vision, speech or mental function. Some people with disabilities have more than one disability.

A **Handicap** is a physical or attitudinal constraint that is imposed upon a person, regardless of whether that person has a disability. Webster's defines handicap as "to put at a disadvantage."

**Example of Correct Usage:** Some people with disabilities use wheelchairs. Stairs, narrow doorways and curbs are handicaps imposed upon people who use wheelchairs.





EXAMPLES OF WHAT YOU SHOULD SAY.	Examples of what you should not say.
<b>SAY THIS</b>	Not This
<b>people with disabilities</b>	the handicapped, the disabled
<b>people without disabilities</b>	normal, healthy, whole or typical people
<b>person who has a congenital disability</b>	person with a birth defect
<b>person who has (or has been diagnosed with)...</b>	person afflicted with, suffers from, a victim of...
<b>person who has Down syndrome</b>	Downs person, mongoloid, mongol
<b>person who has (or has been diagnosed with) autism</b>	the autistic
<b>person with quadriplegia, person with paraplegia, person diagnosed with a physical disability</b>	a quadriplegic, a paraplegic
<b>person with a physical disability</b>	a cripple
<b>person of short stature, little person</b>	a dwarf, a midget
<b>person who is unable to speak, person who uses a communication device</b>	dumb, mute
<b>people who are blind, person who is visually impaired</b>	the blind
<b>person with a learning disability</b>	learning disabled
<b>person diagnosed with a mental health condition</b>	crazy, insane, psycho, mentally ill, emotionally disturbed, demented
<b>person diagnosed with a cognitive disability or with an intellectual and developmental disability</b>	mentally retarded, retarded, slow, idiot, moron
<b>student who receives special education services</b>	special ed student, special education student
<b>person who uses a wheelchair or a mobility chair</b>	confined to a wheelchair; wheelchair bound

**EXAMPLES OF WHAT YOU SHOULD SAY.**

**accessible parking, bathrooms, etc.**

Examples of what you should not say.

handicapped parking, bathrooms, etc.

