

INCLUSIVE MEETINGS TIP SHEET 4

Tips on Terminology

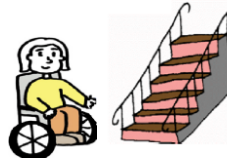
An **IMPAIRMENT** is

any loss or abnormality of the body, mind or of their function.

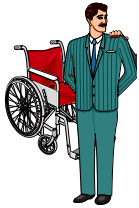


A **DISABILITY** is

any restriction or lack (resulting from an impairment) of ability to perform an activity in the way that other people would usually do.



PEOPLE FIRST



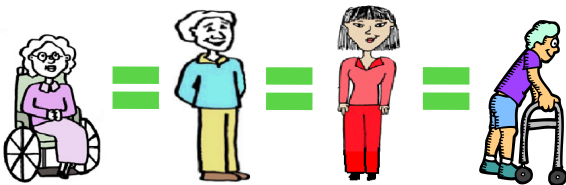
Always use 'person with' - person with disability:
eg. person with intellectual disability
person with visual impairment
person with physical disability

UNIQUE individuals



People are unique individuals, so think 'person' not seeing people as a 'collective',
eg. "they all are so loving" ignores individual attributes / 'Downs' - use 'person with Down Syndrome'

All people have **EQUAL VALUE**



Use terms & words that acknowledge the value & equality of the individual, eg. so words like *cripple*, *sufferers*, *handicapped* are UNacceptable

AGE appropriateness



Use terms & words that are appropriate for the age of the individual eg. for adults use *Day Program* not *school*; use *man/lady* – not *boys/girls*

A matter of **DIGNITY**



Use terms & words that respect dignity, rather than 'pity' or patronise the person, eg. so words like 'special', "poor thing", *darling* are UNacceptable

A matter of **RESPECT**

People with disability ✓

✗ Disabled people

Age-appropriate – man / lady ✓

✗ Boys / girls