

# 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:

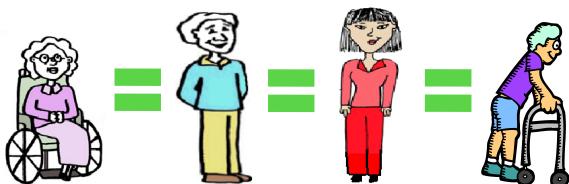
eg. person with *intellectual disability*  
person with *visual impairment*  
person with *physical disability*

### **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