**DISABILITY** ETIQUETTE AWARENESS

**BUILDING A FOUNDATION**

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| --- | --- | --- |
| **~1B**people with disabilities in the world | **~54M**people with disabilities in the U.S. | **~5.5M**veterans with disabilities in the U.S. |

* Disabilities come in many different forms and can be visible or invisible
* In general, treat and speak to others as you would like to be treated and spoken to:

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| --- | --- | --- | --- |
|  Use people  first language | * Ask before you try to help
 | * Idiomatic expressions are ok to use
 | * Avoid phrases like “Inspirational” or “courageous”
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**MOBILITY IMPAIRMENTS**

* People with mobility impairments are not
their equipment
* People may use wheelchairs, but they
are not wheelchair bound
* Be mindful of people’s differing mobility
and reach limits
* Some people who use wheelchairs may
be able to transfer from their chairs or
walk about

**DEAF AND HARD OF HEARING**

* American Sign Language (ASL) is different
from English and makes lip reading difficult
if ASL is one’s first language
* Less than 30% of people who are deaf
are able to lip read
* Face-to-face communication is best
* It is ok to get the attention of people who
are deaf by using your body or motion

**LEARNING DISABILITIES**

* Learning disabilities are lifelong disorders
that interfere with a person’s ability to
receive, express or process information
* Be flexible and accommodating with how information is presented

**MENTAL HEALTH**

* Talking about mental health is crucial to breaking down stigmas
* Small, everyday actions like spending time with people can help
* Avoid clichés like “cheer up” or “I’m sure
it’ll pass”

**BLIND AND VISUALLY IMPAIRED**

* People are legally blind when their vision
is 20/200 corrected
* Always identify yourself and ask and
offer to help as a guide if needed
* Offer your arm as guidance, but do not
take people’s arms or hands without asking
* Respect people’s equipment and canine companions

**AUTISM SPECTRUM DISORDER** (ASD)

* Autism is a wide-spectrum disorder,
meaning no two people with autism will
have the exact same symptoms
* Autism is not a learning disability
* Remove potential sources of stress when talking to people with autism
* Keep behaving consistently throughout interactions