

Disability Sensitivity Training

Awareness and Etiquette

<https://www.youtube.com/watch?v=ABFpTRIJUUC>

Discussion Question

- What was your first experience with disabilities?
- How did this mold the view that you have today?

Goals for today:

- To showcase disability sensitivity for the community
- To provide general information regarding various disabilities
- How to effectively communicate with people with disabilities
- To understand, people with disabilities are people first, not a disability title

History of RAMP

- ❑ RAMP began in 1980 and was the 2nd Center for Independent Living (CIL) in Illinois (22 IL/500 US)
- ❑ Independent Living Movement began in Berkeley, CA with Ed Roberts
- ❑ RAMP started with just one office and now we have four offices - Winnebago, Boone, DeKalb and Stephenson Counties

RAMP's Mission

To build an inclusive community that encourages individuals with disabilities to reach their full potential.

RAMP's Mission is accomplished by empowering people to:

- Live independently;
- Make changes in their own lives;
- Seek peer support;
- Obtain resources;
- Remove barriers

Why Practice Disability Etiquette?

- The National Organization on Disability (NOD) reports that more than 49 million Americans have a disability.
- The Americans With Disabilities Act of 1990 (ADA) was conceived with the goal of integrating people with disabilities into all aspects of American life -particularly the workplace & marketplace.
- Disability sensitivity makes good business sense.
- Practicing disability etiquette is an easy way to make people with disabilities feel welcome.
- When disability etiquette is used, everyone can feel more comfortable and interact more productively & effectively.

Etiquette, what is it about?



Be Sensitive About Physical Contact

- Some people with disabilities depend on their arms for balance. Grabbing their arm could knock them off balance.
- Avoid patting a person on the head or touching their wheelchair, scooter or cane. People with disabilities consider their equipment part of their personal space.



Don't Make Assumptions

- People with disabilities are the best judge of what they can or cannot do. Don't make decisions for them about participating in any activity.



Think Before You Speak

- Always speak directly to the person with a disability, not to their companion or interpreter.
- Respect privacy.

Language Tips

- Put The **PERSON FIRST!!!**
 - Say “person with a disability” rather than “disabled person.”
 - Say “people with disabilities” rather than “the disabled.”
 - For specific disabilities, say “person with Tourette Syndrome” or “person who has Cerebral Palsy.”
- If you aren't sure what words to use, **JUST ASK!**

Language Activity

- What words are appropriate to use when referring to someone with a disability?
- What words are **NOT** appropriate?

Avoid Outdated/Euphemistic Terms

Never use:

- Handicapped
- Crippled
- Physically challenged
- Differently-abled
- Wheelchair bound
- Victim
- Inflicted
- Sufferer
- Crazy



Sensitivity, more than a word...

In Closing...

- Remember that people with disabilities, like all people, are experts on themselves. They know what they like, don't like, and what they can and can't do.
- Do not focus on the disability, but on the individual and the issue at hand.
- As with all other etiquette issues, when mistakes are made - apologize, correct the problem, learn from the mistake, and move on!

Questions and Answers

