Disability Sensitivity Training

Awareness and Etiquette
https://www.youtube.com/watch?v=ABFpTRlJUuc
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 then 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