Disability Etiquette & Accommodations

Terminology

<table>
<thead>
<tr>
<th>Say…….</th>
<th>Instead of….</th>
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<tbody>
<tr>
<td>• Person with a disability</td>
<td>• Disabled or handicapped</td>
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<tr>
<td>• Emotional disorder or mental illness</td>
<td>• Crazy or insane</td>
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<tr>
<td>• Deaf or hearing impaired</td>
<td>• Deaf and dumb</td>
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<tr>
<td>• Uses a wheelchair</td>
<td>• Confined to a wheelchair</td>
</tr>
<tr>
<td>• Has a learning disability</td>
<td>• Is learning disabled</td>
</tr>
<tr>
<td>• Mobility impaired</td>
<td>• Lame</td>
</tr>
<tr>
<td>• Has a physical disability</td>
<td>• Crippled</td>
</tr>
<tr>
<td>• Person with retardation</td>
<td>• Retarded or “retard”</td>
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Things to Think About

- People with disabilities are people. Please treat them with the same respect as you do your friends and family.
- Put yourself in someone else’s shoes for a brief moment. If you were a student with a disability, how would you want to be treated in the same situation?
- “We recognize that no matter how responsibly we live our lives, any one of us, at any time, may face a job loss, or a sudden illness, or a home swept away in a terrible storm.”
  
  President Barack Obama, Inaugural Address, January 21, 2013

Determining Eligibility for Students

- Obtain document to support disability
- Appointment with Disability Resources staff.
- Review of student’s expressed requests for service and/or accommodation
- Eligibility determined through an examination of the student’s description of need and the thoroughness of the disability documentation
- Plan for accommodation is developed
Disability Law

- Rehabilitation Act of 1973, Section 504 – “no otherwise qualified individual” shall be excluded from participation in a program or activity receiving federal assistance
- Americans with Disabilities Act of 1990, a comprehensive federal civil rights law that prohibits discrimination on the basis of disability

ADA Amendments Act of 2008

- Signed into law by President Bush in 2008 and took effect January 1, 2009
- Attempts to return law to the intention of Congress with the ADA of 1990.
- Provides new rules for definition of disability
- An impairment that substantially limits one major life activity need not limit other major life activities.
- An impairment that is episodic or in remission if it would substantially limit a major life activity when active
- Mitigating measures shall not be a factor when determining whether an impairment substantially limits a major life activity.

What Does Access Mean?

- Work to create accessibility in your community, workplace, and place of worship: ramps, curb cut, elevators, etc.
- Access means creating an inclusive and welcoming space for all members of your community.
- Understand that no single accommodation will work for all people with disabilities. One solution doesn’t fit all, but increased access does benefit everyone.