

Disability Etiquette & Accommodations

Terminology

Say.....	Instead of....
<ul style="list-style-type: none">• Person with a disability• Emotional disorder or mental illness• Deaf or hearing impaired• Uses a wheelchair• Has a learning disability• Mobility impaired• Has a physical disability• Person with retardation	<ul style="list-style-type: none">• Disabled or handicapped• Crazy or insane• Deaf and dumb• Confined to a wheelchair• Is learning disabled• Lame• Crippled• Retarded or “retard”

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.