

PEOPLE FIRST LANGUAGE	LABELS <u>NOT</u> TO USE
People with disabilities	The handicapped or disabled
People with mental retardation or intellectual disability	The mentally retarded He's retarded
My son has autism	My son is autistic
She has Down Syndrome	She's a Downs kid, a mongoloid
He has a learning disability	He's learning disabled
He has paraplegia	He's a paraplegic
She has a physical disability	She's crippled
He's of short stature	He's a dwarf (or midget)
She has an emotional disability	She's emotionally disturbed
He uses a wheelchair	He's wheelchair bound or confined to a wheelchair
A typical person or a person without a disability	Normal and/or healthy person
He receives individualized instruction/education	He's in special education
Congenital disability	Birth defect
Accessible parking, bathrooms, etc.	Handicapped parking, bathrooms, etc.
She has a need for...	She has a problem with...

- ◆ Do not refer to a person's disability unless it is relevant... REMEMBER, people are **PEOPLE FIRST, DISABILITY SECOND**.
- ◆ Use *disability* rather than *handicap* to refer to a person's disability.
- ◆ Avoid negative or sensational descriptions of a person's disability.
- ◆ Don't use "normal" to describe people without disabilities; instead say *people without disabilities* if comparisons are necessary.
- ◆ Never assume that a person with a communication disorder also has a cognitive disability such as mental retardation.
- ◆ Don't portray people with disabilities as overly courageous, brave, special, or super human.