

| PEOPLE FIRST LANGUAGE | LABELS <u>NOT</u> TO USE |
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| People with disabilities | The handicapped or disabled |
| People with 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.