







Some disabilities are invisible but impact life activities just as seriously as those that are visible.



Learning Disabilities (LD):

-  If you suspect someone has a learning disability, do not ask them to read or write in front of others.
-  People with learning disabilities might be quite bright even though they may be unable to react or write or do math.



Mental Health Challenges:

-  People with mental illness can recover and lead productive lives.
-  The main obstacle that a person with mental illness faces is the attitude people have about them.


Traumatic Brain Injury (TBI):

-  Be sensitive to the fact that people may not want to talk about the accident or situation that resulted in injury to their brain.
-  Some possible effects of TBI are memory loss, personality change, impaired organizational skills.

Epilepsy

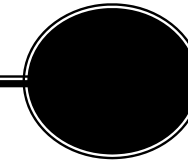
-  Epilepsy is a disorder, not a disease.
-  You cannot stop a person from having a seizure; just keep them safe and turn them on their side to clear their airway. DO NOT put anything into their mouth.

Substance Abuse:

-  With support, they can stop using their drug of choice, and make positive changes in their lives.

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www.acces.nysed.gov/vr/business/



Disability Etiquette


Tips for Interacting with People with Disabilities









The University of the State of New York
The State Education Department
Office of Adult Career
and Continuing Education Services
Albany, NY 12234
<http://www.acces.nysed.gov>
1-800-222-JOBS

Everyone knows someone with a disability.




 *People with disabilities are the nation's largest minority, and the only one that any person can join at any time.*

 *According to the 2000 US Census more than 50,000,000 people in the US have disabilities.*




That is one in 5.2 people.

-  Use the term “person with a disability” rather than “disabled person”. Say “people with disabilities” rather than “the disabled.” For specific disabilities, saying “person who has cerebral palsy” is preferable.
-  Avoid terms as “handicapped” or “crippled,” “physically challenged,” “wheelchair bound.”
-  Don’t be embarrassed if you happen to use common expressions such as “see you later” or “did you hear about this” that seem to relate to a person’s disability.
-  Speak directly to the person rather than to the companion or sign language interpreter.
-  Treat adults as adults. Address people with disabilities by their first names only when extending that same familiarity to all others.
-  Never patronize people in wheelchairs by patting them or touching them.




When meeting people who have physical disabilities,

-  Offer to shake hands when introduced. People with limited hand use or an artificial limb can usually shake hands and offering the left hand is an acceptable greeting.
-  Never lean against or hang on someone’s wheelchair.
-  When possible, place yourself at eye level when speaking with someone in a wheelchair.

When meeting people who are blind or visually impaired,

-  Always identify yourself and others who may be with you. When conversing in a group, remember to identify the person to whom you are speaking.
-  Never distract a work animal from their job without the owner’s permission.
-  If you offer assistance, wait until the offer is accepted; then listen or ask for instructions.

When meeting people with speech or hearing difficulties,

-  Listening attentively when talking with people who have difficulty speaking, and wait for them to finish. If necessary, ask short questions that require short answers, or a nod of the head.
-  When approaching a person who is deaf or hearing impaired, tap the person on the shoulder or wave your hand to get his or her attention. Look directly at the person and speak clearly, slowly, and expressively to establish if the person can read your lips. Try to face the light source and keep hands, cigarettes and food away from your mouth when speaking.
-  If a person is wearing a hearing aid, don’t assume that they can discriminate your speaking voice. Don’t shout. Just speak in a normal tone of voice.