Disability Etiquette

TIPS ON INTERACTING
WITH PEOPLE WITH DISABILITIES

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800-444-1720 or E-mail: publications@easternparalyzed.org
To order Eastern Paralyzed Veterans Association Publications:
215-881-3037 (v) 716-585-6582 (t)
Philadelphia, Pennsylvania 19101-2998
5000 Wissahickon Avenue, Box 42998
Buffalo, New York 14202
111 West Houston Street
New York, New York 10012
Regional Offices:

E-mail: publications@easternparalyzed.org
(610) 803-0414

Easter Paralyzed Veterans Association

Executive Office:

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Introduction
THE BASICS

For people with disabilities, we use the pronouns "he," "she," "him," and "her." However, we do not use "man," "woman," "female," or "male." People with disabilities are not a group. People with disabilities are individuals who have disabilities. "Person with a disability" is not a label. It is a description of someone who has a disability. Always speak directly to the person with a disability.

THINK BEFORE YOU SPEAK.

When you meet someone with a disability, take a moment to consider their needs. Ask if you can help them. Be sensitive about physical contact. Ask if and if it does, help. Ask how they want to be addressed. Ask if they prefer to be addressed as an independent person. If you are unsure, ask. Just because someone has a disability does not mean they are not able to help. Always ask before you help.

Be sensitive about physical contact. Ask if you can help them. Be sensitive about physical contact. Ask if and if it does, help. Ask how they want to be addressed. Ask if they prefer to be addressed as an independent person. If you are unsure, ask. Just because someone has a disability does not mean they are not able to help. Always ask before you help.

The Basics
Tips

Put the Person First. Say, "person with a...

Don’t make assumptions.

Respond graciously to requests.

When people who have a disability ask for an accommodation at your business, it is not a hardship. It shows they feel comfortable.

Because of a presumption about their activity or mobility, other people may make decisions for them about participation in any activity. Depending on the situation, it could be a violation of the ADA to exclude people.

Say, "person with disability", rather than the disability. Rather than "disabled person", say, "person with a...

Avoid outdated terms like "handicapped" or "people with disabilities dispute the word "handicapped" in their personal lives and in the workplace.

"Red-billed" PepsiCo used the term to refer to a person with a goatee. She was upset. Despite this, she was upset. However, it is normally a phrase used to describe PepsiCo products. This particular phrase was not used in a positive way in this context.

Her friends about the good service they will probably come back again and tell other people who they need. And if they get a positive response, enough in your establishment to ask for what they need. It shows they feel comfortable.

He specifically quoted "person with complete syndrome" or "person with cerebro spinal fluid". She is upset that many people with disabilities dispute the word "person with disabilities dispute the word "person with cerebro spinal fluid", meaning that they need. And if they get a positive response.

Get around and participate in society! It is not about convenience. It is about the person with disabilities. The person with disabilities.

With any disability, avoid negative.

Relating, not compulsory.

The image does not provide enough context to determine the full content of the document. The visible text includes phrases such as "person with disabilities", "person with a disability", and "person who suffers from AIDS". The content seems to be focused on tips and considerations for working with people who have disabilities.
Grasp and make sure that there is a clear path.
Place as many items as possible within their
distance.

Be aware of wheelchair users' reach limits.

Ramps should not be stored on ramps.
Doors should not be in the middle of aisles and bays.
Doors should be in the middle of aisles.
Displays should be accessible.

Keep the ramps and wheelchair-accessible.

Don’t push or touch a person’s wheelchair.

Wheelchair is a definite no-go.

Think of the customer’s needs.

Wheelchair user to hold coat.

In some cases, even wheelchair users need a
different approach.

Use these expressions themselves all the time.

People who use wheelchairs or
people who use

Impairments
Mobility
Have
Wheelchairs or
People who use

Loses as a deal or deal.

Flags and people with profound hearing.

It is easier to refer to people who have hearing loss

Others may object to the term, but in general

May be defined as the term “hearing impaired”

Some can get out

Some can use their arms and

Some can move

Different disabilities and

Disabilities have

Wheeler
Some people have limited use of their hands; benches for people to sit and rest on; museums, hotels or department stores have ample distances of walking quickly; be sure that your condition may have trouble walking; long example, a person with a respiratory or heart condition may have needs related to their mobility; for people who are not visibly mobility-impaired, unsupervised for wheelchair users, they don’t bunch up and make the hour keep the doors as dry as possible; locate where people will wait for rain or snow, keep the doors waiting signs clear of rainy hours; mobility impaired: be sure to set out mobility impaired; there’s a big problem for people with to use; if you offer a seat to a mobility-impaired, a wheelchair user, don’t ask personal respect for your hold things
Deafblind people are a diverse group, with varying levels of hearing and vision. It is important to address the needs of each individual, as well as the barriers they face.

If you are in a new environment, it is important to

...
Dear reader,

In the United States, it is absolutely necessary to remove your shoes before entering someone else's home. This includes removing your shoes before entering a building of any kind, not just a private residence. It is expected that you should remove your shoes upon entering a building, regardless of whether or not they are your shoes. This includes: homes, offices, schools, and public buildings.

The reason for this is to maintain cleanliness and hygiene within the building. It is important to ensure that our shoes do not carry dirt or germs into the building, which could potentially spread infections or cause damage to the building's floors.

Removing your shoes before entering a building is not only a polite gesture, but it is also a practical one. It helps to keep the building clean and safe for everyone.

Please take the time to remove your shoes before entering any building, and thank you for your consideration.

Best regards,
Language Interpreter: For a simple

When the exchange of information is

important, whether through a qualified sign-

interpreter, a qualified sign-language

supervisor, or when reporting a crime—

the doctor's visit or when reporting an injury—

complex—such as during a job interview or

When the exchange of information is

important, what works best for them,

people with hearing impairments, will usually

people with hearing impairments, the other

people with hearing impairments, the other

people with hearing impairments, do use English, and may be

people with hearing impairments, do not communicate with

people with hearing impairments, do not communicate with

people with hearing impairments, do not communicate with

people with hearing impairments, do not communicate with

people who are hard of hearing, however,

people who are hard of hearing, however,

people who are hard of hearing, however,

people who are hard of hearing, however,

Second Language.

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Second Language.
The person doesn’t understand. Rephrase, rather than repeat sentences that aren’t clear. When speaking to a deaf person, don’t deal for them. People who need help need to be helped in their way, not the way you want. If you have trouble understanding, try using a sign language interpreter.

When dealing with a person who is deaf, try hard to understand their speech. If you have trouble understanding, try using a sign language interpreter. Follow the person’s cues to find out if they understand the information. When an interpreter is not available, it is best to have a trained professional who is deaf, not an interpreter who is not deaf. A trained professional who is deaf can communicate more effectively, especially when the conversation is complex.
People who are deaf or hard of hearing

make a reservation at your restaurant.

doesn't know what hours you are open, or

place an order at your pizza store. call your

is the way that people use the deaf are able to

identify it as such. Please do not hang up.

If you receive a referral, the operator will

who is a TTY user through the referral service.

does not have a TTY can reach a customer

TTY user calls a business that does

When a TTY user calls a business that does

telephone receiver.

displays signal and送往者 indicates for the

with a keyboard, a paper printed on visual

also called a TTY). A TTY is a similar device

called a TTY (short for Teletypewriter). A

and receive telephone calls with the assistance

people who are deaf (and some who are hard

People who are deaf (and some who are hard

in hearing aid will be conveyed to normal

hearing aid. It will be amplified to normal

does not know what hours you are open, or

There is no need to shout at a person who is

your hand while speaking.

your mouth with

learning counts on watching people's lips as they

Speak clearly. Most people who are hard of

faces when you

note that in order to read

Two weeks.

Two weeks.

Two weeks.

Two weeks.

Two weeks.
Disabilities

Speech

With

If you have trouble understanding a person with a speech disability, try:

Ask him to repeat his statement in a different voice.

If the person has had a stroke, is severely hard of hearing, or has a voice problem, or has a learning disability, they may be difficult to understand.

Disabilities

A person who has had a stroke, is severely hard of hearing, or has a voice problem, is a person with a speech disability.
People

As a result of injury to the central nervous system, people with cerebral palsy (CP) have difficulty controlling their muscles. People with cerebral palsy (CP) have difficulty controlling their muscles. People with cerebral palsy (CP) have difficulty controlling their muscles.

Palsy

With Cerebral

People

the person's ones.

room) or sit in a chair. Act natural and follow their lead (this can be hard to do in a crowded make eye contact without the person thinking be at the person's level. Stand back so you can have different preferences. You might kneel to be at the same level. Persons of short stature communication can be easier when people

the head

never put or press a person of short stature on

are in limited supply.

are in limited supply.

are not comfortable. Bandages and other items.)

are not comfortable. Bandages and other items.

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are not comfortable. Bandages and other items.
Look different
People who

A different issue continues

If you see someone who fits this description, just give them a smile.

If the situation is appropriate, strike up a conversation and include the person in whatever is going on. Just as you would for an "average-looking" person.

People who look different—compose the majority of society. Everyone needs to have a positive self-image. Everyone needs to have a positive self-image.

Looking through them as if they are invisible. Thinking people start with them, looking away or skipping people because they have the Regina Western experience of feeling different—being a minor part of the group, being a minor part of the discussion, who may display visible effects of medication, who may have the weight of their sweat on you, who are way above or way below you, who are way above or way below you. Contrary to popular belief, there is no such thing as actual bi or people, people with bad appearance, people with bad appearance, people with bad appearance. They have a disability because they have a disability, but who are people who may not be.

A syndrome may make people with Tourette syndrome

Private places,

important to release the build-up in a

opportunity to release the build-up of

opposition to leave the meeting of conversation.

helpful for a person with Tourette to have the

more the person builds up, the more the person builds up. It may be

The more the person builds up, the more the person builds up.

Finish them calmly continue.

during the conversation, simply wait for her to

If a person with Tourette makes vocabulations

of co-workers and others.

benefit from understanding and acceptance.

when you are of company, words an employee or

Tourette syndrome made small percentage of people

described as "socially unacceptable" and by they

social unacceptable to make people

Tourette syndrome
Be aware that deep and subtle things can trigger seizures in some people.

Ensure that the person has privacy to collect themselves.

Feel disoriented and embarrassed. Try to

When a seizure has ended, the person may

end.

head is propped and wait for the seizure to

anything to stop. If the head fallen, be sure his

If a person has a seizure, you cannot do

while he is in effect, unconscious.

a person may walk or make other movements.

a seizure. During complex partial seizures, the

convulsions of the person may appear to be

brain malfunction. The seizures may be

the electrical system of the

seizure that happen when

condition a neurological

Epilepsy is a neurological

Epilepsy (seizure)

Hidden Disabilities

Respect whenever possible.

are real. Please respect the person's needs and

even though these disabilities are hidden, they

may be feeling the effects of medication.

factors from a condition such as cancer, or

rather than stand in line. This person may be

apparently healthy person may ask to sit

written communication easier for him. Or an

may have a learning disability that makes

ask you to write the information down. He

verbal directions to someone, but the person

For example, you may give written simple

be disability-related.

Epilepsy is a neurological

NOT ALL DISABILITIES ARE APPEARANT. A PERSON
ventilators to the outside.

area where the door is kept closed and the air
Il appropriate, designate a separate smoking
confine air at the entrance to your business.
smoke. Discourage smokers from
refugees, including in rear rooms and
disability, follow and enforce no-smoking
people with MCS or respiratory
Second-hand smoke can be particularly

employees stay healthier and more alert.
disabilities. If you also help you and all of your
your customers who have MCS and respiratory
people in good indoor air quality and are not only better
healthful and good ventilation and overall
and after-shave.
products like cologne, hair spray, hand lotion,
with the public to ease on fragrances. Body-care
products. Request that staff who have contact
not into the air. Some less-odorous products when
product, spray or pour it closer into the odor.
place of business. If you must use a spray
or other substances while people are in your
Try to avoid sprays, cleaning liquids, windows

materials can trigger a severe reaction.
the number of people the house has been
from cleaning products, perfumes, carpeting, air
reduces the number of people’s exposure to chemicals
such as asphalt or

Disabilities
Respiratory Sensitivity (MCS) and
Multiple Chemical
People with MCS and

Disability Etiquette
A WORD ABOUT CONFIDENTIALITY

It will mean a lot to him.
You are letting him know that he is accepted.
Simply greeting or shaking the person's hand.
Many people with AIDS feel stigmatized.
By employees and strangers.
It is possible.
Consideration of all your customers and
employees and strangers.
If you have a respiratory infection
in the environment.
It is possible.
Be conscious of not putting someone
in a position of picking up an airborne
virus.
A person with HIV or AIDS, however, is at

AIDS

HIV & AIDS

with AIDS.

They're not contagious.

You can't catch HIV from casual contact.

Infections.

AIDS and HIV (Human Immunodeficiency Virus)

Always ask.

Before you.
Retardation
Mental
Cognitive Disabilities:
Sometimes
Mental Retardation (sometimes referred to as developmental disability) is a term used to describe individuals who have difficulty coping with disabilities that impair their daily life. These individuals may have difficulty with cognitive functions, which can affect their ability to learn, think or perform tasks.

People with Mental Retardation

Mental Illnesses:
Psychiatric Disabilities:
People with psychiatric disabilities may have difficulties with social and emotional functioning. They may struggle with various mental health issues, such as depression, anxiety, or schizophrenia, which can impact their daily lives and interactions with others.

To take care of a person with a mental health condition, it's important to understand the nuances of their condition. Sometimes, it's a hidden disability, and you won't even realize they have it until it's too late. One of the main obstacles they face is the attitudes that people have about mental illness. It's important to think of people who are different, different ways.

In a crisis, stay calm and be supportive as much as possible. Exert control, but respect their needs. Ask what they want. Sometimes, they may not know what they want. Be supportive. One person may be very sensitive, while someone else may appear okay. Be understanding. Be patient. Some may have cognitive or learning disabilities. Some may have difficulty understanding and interpreting emotions and different ways.
Learning Disability

Cognitive Disabilities
Brain Injury (or Acquired) Traumatic Brain Injury

Cognitive Disabilities:

- Not appear to be mobility-impaired
- Guide dog or orientation, although she does
- May appear to be age-appropriate, she may use
- May or poor directional orientation. She
- Follow directions due to poor short-term
- A person with a brain injury may be unable

- Behaviors arise as a result of the injury.
- Due to this, she may seem pushy, all of these
- Instincts to understand, to get her own
- That she may have some degree of new
- Her understanding social cues or "get" understanding
- Mute inappropriate comments, she may not
- Poor impulse control. The person may
- A person with a brain injury may have

- Though she can move her hands,
- Person may not be able to sign her name, even
- Mobility that is not obvious. For example, a
- Injury may have a loss of muscle control or
- Traumatic brain injury. People with brain
- Learning disabilities also apply to persons with
- Some of the factors that affect persons with

- Strokes, TBI's, and other accidents
- The brain may be damaged to
- Injury that has had damage to
- People with traumatic brain

*This is not a comprehensive list, but is meant to provide an overview of brain injuries and their effects.*
Practice the evacuation procedures and keep

other members of the public

such as customers, employees, patients, or people who are not associated to the facility

sign-in for an emergency that may affect

Also develop a plan, including a voluntary

numbers of people are involved

during an emergency, especially when large

who is blind, even if he knows his way around

a service animal. For example, a person with

the most effective way to assist them in case of

Interview each individual on the list to plan

break! I take

such as a pregnant woman or someone with a

include people who are permanently disabled,

sores or burns. Keep the list updated to

someone whose situation may be aggravated by

emergency for example, this might apply to

individuals who may need help during an

individuals to be "disabled." They should be

know that even though they may not consider

while you are compiling this list, let people

such as employees, students or residents,

checklist is voluntary list of people with

facilities evacuation plan.

Procedures

Evacuation

Emergency

Service Animals

animal under her control.

remove the animal if she does not have the

and well behaved. You may ask the person to

Service animals are generally highly trained

those of text printers, photocopiers, etc.

restrooms, and personal preferences, such as

over any health codes such as those for

Ally is generally thought to take precedence

to health and safety, this requirement of the

with the service animal. Breaking a direct direct

animals” policy to allow the person to enter

rather than generally, you will need to modify a "no

information identifying it as such, This means

while you may argue whether an animal is

daily living.

may use a service animal to assist them with

service dogs, or a range of other disabilities

impaired, or who have traumatic brain injury.

Some people who are deaf, blind or visually

Service Animals
Conflict

Management

Skilled mediator

In these cases, consider using the services of a professional mediator if the parties agree to work together.

Sometimes good faith efforts are not enough, and

to learn to listen to the other guy's perspective and
creativity, and open communication—a willingness

all of these situations call for flexibility, patience,

of dogs.

who has an anxiety disorder and an extreme fear
guides dog may run into a conflict with a person
who is afraid of dogs. For example, a person who is afraid of
dogs, sometimes consults develop between

people with disabilities who have conflicting

information. Sometimes conflicts develop between

work, health care or education. These conflicts are

sometimes conflicts arise
Resource List
Access Disability

This list represents some of the organizations that provide information about some of the disabilities that people with disabilities are individuals with.

A Final Word
ACCESS RESOURCES

Training and mediation services contact:

TTY/TTD: 711

SIGN-LANGUAGE

INTERPRETER

ACCOUNTABILITY

For more information about Access Resources,

www.accessresources.org

Www.accessresources.org

Access Resources is proud to serve as a mediator for the New York State Department of Health's Health Care Dispute Resolution Program. We offer confidential, neutral, and impartial mediation services to help individuals resolve disputes related to healthcare services. Our mediators are highly trained and experienced professionals who work with individuals and organizations to help them reach fair and mutually beneficial agreements.

ABOUT THE AUTHOR

Nancy J. Cohen is a mediator and conflict resolution trainer with extensive experience in the field of healthcare. She is a certified mediator and a member of the American Arbitration Association. Her expertise includes mediation, negotiation, and conflict resolution.

This is large print.

WHEELCHAIR ACCESSIBLE

This image represents accommodation options for individuals with disabilities. The image includes symbols indicating accessibility features such as accessible entrances, ramps, and hearing assistance devices. The text likely provides more information about the availability of these features at the location.