

# DISABILITY CONFIDENT

## LET'S GET THE BEST FROM EACH OTHER

People are affected by disability in many different ways. Let's work together to break down some communication barriers, challenge a few assumptions and become more confident about disability. Let's put an end to feeling awkward about interacting with people for fear of doing the wrong thing.

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I don't want anything special or unusual – just to be included, respected and treated like anyone else.

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Disability doesn't define me. Don't judge me before you know me.

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If you don't know what to do, just talk to me. Ask me if you are getting it wrong.

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You don't need word perfect terminology.

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Treat me as an individual. Accord me the same respect you would anyone else. Be polite, be patient.

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Ask if and how you can help. I may not need your help.

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Don't avoid me because you feel uneasy about saying or doing the wrong thing.

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There's always a lighter side. Try to relax. If you feel you've embarrassed me, it's fine to say sorry but there's no need to dwell on it.

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Refer to my disability only when necessary and appropriate.

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Shake hands, even if I have limited hand use. A left-handshake is fine.

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You can describe me as 'a person with disability' not 'a disabled person'. Don't use these words: handicapped, victim, crippled, invalid, wheelchair-bound, retarded.

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Ask me how I would talk about my disability and which terminology I would use – but only if this feels appropriate and relevant.

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Don't use words that imply that I am remarkably courageous, special, or superhuman. It's unlikely to be true.

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Don't feel embarrassed if you use expressions like 'see you soon' or 'I've got to run'.

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It's often simple to make a few adjustments, and at no, or very little, cost.

### WHAT ELSE CAN YOU DO?

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