

1. Who is likely to take up more personal space in an interaction?
2. Who is likely to give more eye contact while listening?
3. Who is more likely to share?
4. Who is more likely to smile?
5. Who is more likely to make larger gestures?
6. Who is likely to initiate touch?
7. Who is likely to have a more relaxed posture?
8. Who is likely to interrupt more?
9. Who is likely to talk more?
10. Who is likelier to control the topic?

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OBJECTIONABLE**REASONS****PREFERABLE**

deaf & dumb, dumb, deaf-mute, dummy	Implies mental incapacitation	Deaf, person without speech, hearing impaired
Blind	UNLESS it is 100% disability	Visually impaired
Cripple, crippled, cripp	From Old English “to creep”; inferior	Has a physical or ambulatory disability
Fits, spastic, spazz	Demeaning	Seizures; has cerebral palsy
Confined to a wheelchair; wheelchair-bound; wheel-chaired	There IS NO confinement; the chair is a tool	Wheel-chair user; uses a wheel-chair
Handicap	Not a synonym for disability; describes a condition imposed by society, environment, or self	Disability

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REASONS

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Deformed, deformity, misshapen, maimed	Connotes helplessness and/or repulsive oddity	Has a physical disability
... is epileptic; ... is arthritic; ...suffers from	Views the person AS the disability	... has epilepsy; ...has arthritis; ...
Hunch-backed	Connotes repulsive oddity	Has spinal curvature
Victim	Connotes helplessness	
Invalid	Same root as <u>invalid</u>	
Abnormal, abnormalities, defective, birth defected	Suggests persons with disabilities as less than human, less than “normal” people	Has a disability Refer to others as “able-bodied” or <u>“nondisabled”</u>

OBJECTIONABLE**REASONS****PREFERABLE**

Mongol, mongoloid	Connotes helplessness and/or repulsive oddity	Has Down's syndrome
Retarded, slow, simple, moron, idiot		Has a mental disability; has a learning disability
Dwarf, midget		Person of small stature; Little person
monster, vegetable, freak	Robs the person of his/her humanity	Has multiple disabilities; has severe disabilities
Harelip		Has cleft lip ; Has cleft palate

POINTS TO PONDER

- Put people first, NOT their disability.
- Do not use generic labels, e.g. "the retarded", "the blind", etc.
- Emphasize abilities rather than limitations.
- Avoid emotional descriptors, e.g. unfortunate, pitiful, etc.
- Don't confuse the person with the disease.
- Address conversation to the disabled person, NOT his/her caregiver.
- One may always offer assistance to a disabled person, but a "no thank you" must be respected.

- When assisting a person with visual impairment let him/her decide how he/she wishes to be assisted-- DON'T just grab and arm.
- When conversing with a person who is hearing but do not exaggerate your lip movements and do remove all obstructions—pipe, gum, etc.
- Noticing an obvious disability is not rude; asking personal questions about it is usually inappropriate.
- Don't get uptight about using phrases such as "So you see" when conversing with a visually impaired person. They're just as likely to use it.