



Do not try to fix me because I am not broken. Support me. I can make my contribution to the community in my way.



**People
FIRST**

Person First & Person-Centered Language that Values the Person before the



Use my name, not my label

See my humanity

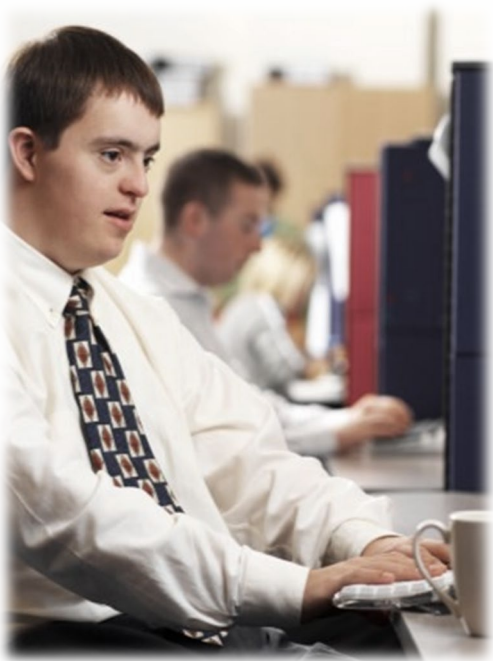


People with disabilities have a lot to offer—notice what we can do!

Who, not what

Language influences what we think. The minute we put a label on a person, their future is changed. If the language is respectful, caring, and empowering, it has a positive effect. If the language has a negative connotation, it can damage confidence and self-esteem. Labels can help us understand an individual's needs, but we must be sure we see the person before the label and use the label to help, not hurt.

Do you want to be called by your label (physical features, disease, condition, skills, age, gender) ????????



. . . the R-word

Never use . . .



Respect

Some people value their differences and prefer to be called an “autistic” person. They feel that their brain differences are not separate from who they are and want to be seen as whole; not a person with a part of them that is ‘broken’.

NeuroDiversity values all kinds of brain and body diversity



No R-word

Spread the Word to End the Word. When people use the r-word and other derogatory terms towards themselves or others they are displaying not only a lack of respect but intolerance. Take the pledge to end the use of the r-word (from www.r-word.org).

I pledge and support the elimination of the derogatory use of the r-word from everyday speech and promote the acceptance and inclusion of people with intellectual disabilities.

It's not funny to say that is so R-word. It is offensive to people with intellectual disabilities and the people who love them.

Media

Journalists and reporters. Anytime you write, speak, or refer to a person with a disability, please use person-first language:

- He is a boy with Down syndrome.
- She wears glasses and has a learning disability.
- Her son is a four-year old with autism.
- My child receives special education services.

The only exception is if the person you are writing about tells you something different. And always ask the person!



There's no such thing as a 'sped kid.'

School

There are no 'sped kids.' We are not using person-first language when we say things like "the sped kids eat lunch together" or "that's the sped class" or "those are my special ed students" or "that's the autism room." Teachers, staff, parents, and students can support each other by using respectful, person-first language at all times and in all places.

Schools have classrooms not sped rooms

Use my name not my label

See the person, use their name. People first language is about respect, about seeing the person. It is about valuing the person as an equal. It is about seeing the child/teen/adult as a person and realizing that labels really don't matter when you get to know a child or a person with a disability.

"Do not admire me. A desire to live a full life does not warrant adoration. Respect me for respect presumes equity." – Norm Kunc

**My name is Emma,
what is yours?**



Talk with, not about

Talk to and with a person with a disability. Don't talk about them without them! In whatever way is appropriate for the person with a disability, include them in any discussion about them.

"Do not try to control me. I have a right to my power as a person. What you call non-compliance or manipulation may actually be the only way I can exert control over my life." – Norm Kunc

**Nothing about
us, without Us!**