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[www.consultspringboard.com](http://www.consultspringboard.com)

## Disability Definitions and Language:

“Disability” is not always easy to define. Maybe it’s because countries and cultures see disability differently. Maybe it’s because, even in the U.S., different definitions exist for different purposes. A person who is protected from discrimination under the Americans with Disabilities Act (ADA), for example, may not fit the definition for disability benefits. We at Springboard Consulting would like to help clarify the conversation by providing some important definitions of disability, as well some examples of respectful language regarding people with disabilities.

### **Under the ADA, an individual with a disability is a person who:**

1. has a physical or mental impairment that substantially limits one or more major life activities
2. has a record of such an impairment
3. is regarded as having such an impairment.

### **The United Kingdom’s Disability Discrimination Act (DDA) defines a disabled person as:**

Someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

### **The World Health Organization defines “disability” as follows:**

“Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Thus disability is a complex phenomenon, reflecting an interaction between features of a person’s body and features of the society in which he or she lives.

### **Though the United Nations Convention on the Rights of Persons with Disabilities does not include a definition of “disability” or “persons with disabilities”, it provides the following guidance:**

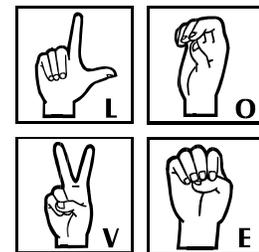
- “Disability” - The preamble recognizes that “disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others”.
- “Persons with disabilities” - Article 1 states that “persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others”.

###

**Looking for help? See Springboard’s list of most requested topics. If any interest you call us!**

**973-813-7260**

- Consulting
- Training
- Marketplace
- Workplace/Workforce Offerings
- ADA/ADAAA
- Event Coordination & Planning



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## Yet, Another Definition of Disability:

### [The Center for an Accessible Society article: The Definition of Disability](http://www.accessiblesociety.org/topics/demographics-identity/dkaplanpaper.htm)

<http://www.accessiblesociety.org/topics/demographics-identity/dkaplanpaper.htm>

This article, by Deborah Kaplan, *Director of the World Institute on Disability*, discusses the historical and social models of disability. The Center for an Accessible Society's goal is to focus public attention on disability and independent living issues. The project was funded by the National Institute on Disability and Rehabilitation Research from October 1999 through May 2004.

## Respectful Language:

### Some Guidelines for Talking about Disability

- Do not refer to a person's disability unless it is relevant. For example, don't ask "What's wrong with you?" or refer to the "girl in the wheelchair".
- Use "disability" rather than "handicap" to refer to a person's disability. When talking about or referring to parking spaces or bathroom stalls used by people with disabilities say "accessible" or "disabled" parking or "accessible" or "disabled" access stall.
- Never use "cripple/crippled" when talking about disability in general or the person.
- Don't portray people with disabilities as overly courageous, brave, special, or superhuman. This makes it sound like it is unusual for people with disabilities to have talents, skills or to live life like everyone else.

*"Don't portray people with disabilities as overly courageous, brave, special, or superhuman. This makes it sound like it is unusual for people with disabilities to have talents, skills or to live life like everyone else."*

- Don't use "normal" to describe people who don't have disabilities. It is better to say "people without disabilities" if necessary to make comparisons.

Remember to also take into consideration differences in culture as well as age. What is "OK" for some folks, is not "OK" for others. If you are unsure, please ask the person how she or he describes himself or herself.

**When in doubt, call the person by his or her NAME.**

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#### **Did You Know?**

In 2009, Maryland lawmakers voted to replace "mental retardation" with "intellectual disability" throughout much of the legal code. Legislation has been introduced in Congress that would replace the words in all federal education, health and labor laws. And last month, psychiatric experts proposed to replace "mental retardation" with "intellectual disability" in the forthcoming Diagnostic and Statistical Manual of Mental Disorders.

...That you can raise awareness about the power of language and the hurtful nature of the "R-word"? Join the Special Olympics and Best Buddies at [www.r-word.org](http://www.r-word.org) and pledge to change the conversation.

## The ADA Turns 20:

On July 26, 2010, The ADA celebrates its 20<sup>th</sup> Anniversary. How will you or your company be commemorating this historic civil rights legislation?

Much progress has been made for people with disabilities through the implementation of the ADA and more recently the ADA Amendments Act of 2008, but there is still much that needs to be done to fully include people with disabilities into the workforce, workplace, consumer space and in society as a whole.

The ADA protects the over 54 million Americans who have physical and mental impairments that substantially limit daily activities such as working, walking, talking seeing, hearing or caring for oneself. It also protects those individuals who have a record of such impairment as well as those people who are regarded as having such an impairment.

The ADA provides such protection through five titles. They are as follows:

### Title I - **Employment** (all Title II employers and private employers with 15 or more employees)

- It requires employers to make reasonable accommodations to the known physical or mental limitations of a qualified applicant or employee.
- It prohibits the use of employment tests and other selection criteria that tend to screen out PWD unless these tests are proven to be job related and consistent with business requirements.
- Provisions may not result in undue hardship for the employer.
- The EEOC is the enforcement agency for this title.

### Title II - **Public Services** (state and local government including public school districts and public transportation)

- Requires serves and programs of non-Federal government agencies to operate programs that are readily accessible and usable by people with disabilities.

### Title III - **Public Accommodations and Services Operated by Private Entities**

- Requires that in providing goods and services, such an accommodation may not exclude or segregate someone with a disability unless necessary for the operation of the public accommodation.
- Requires provision of auxiliary aids for people have visual, hearing or sensory related disabilities to enable them to participate in a program.
- Provision may not cause an undue burden on the business.

### Title IV - **Telecommunications**

- Requires that telephone companies provide telecommunication relay services for individuals with hearing impairments.
- States all TV public service announcements that are produced or funded by

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## The ADA Turns 20, Continued:

the Federal government (in part or in whole) include closed captioning.

### Title V - Miscellaneous Provisions

- Provides for the ADA’s relationship with other federal and state laws.

With the addition of the Americans with Disabilities Act Amendments Act of 2008 (ADAAA) which was signed into law on September 25, 2008 and became effective on January 1, 2009, the definition of disability is broadened by expanding the definition of major life activities to include things such as reading and communicating as well as major bodily functions such as bowel, bladder, etc. It also states that mitigating measures shall not be considered in assessing whether someone has a disability. Additionally, it clarifies that an impairment that is episodic or in remission, is a disability if it would substantially limit a major life activity when active. Overall, it’s emphasis is to consider disability in the broadest way possible.

Please join Springboard Consulting® in celebrating the anniversary of this landmark legislation by including people with disabilities in your workforce, workplace and marketplace.

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**American's with Disabilities Act**



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# Springboard's Features:

## 2010 / 2011 - Disability Matters Awards Banquet & Conference:



The 2010 Disability Matters Awards Banquet & Conference was a **SOLD OUT** hit!

Springboard would like to thank our Host-Sponsors, KPMG, LLP & Adecco Group North America, plus all of our Sponsors, Patrons, Honorees, and attendees for making the

2010 such a huge success!

Please be sure to visit the website to view the 2010 [webcasts](#) and [photos](#) of the 2010 event.



The 2011 Disability Matters Event planning is underway.

**SAVE THE DATE — April 6 & 7, 2011!**

This is going to be a thrilling event for us as it marks our **5th Anniversary!**



Plan on packing your bags for Northern California...Cisco and Northrop Grumman Corporation have joined forces as the Host Sponsors of the 2011 event, which will be held in San Jose, CA at Cisco's headquarters!

For more information or if you are interested in... |

- Nominating a Corporation or Small Business for the coveted awards in the categories of Workforce, Workplace and Marketplace
- Sponsorship of one of the most important Corporate Awards Banquet and Conference in the United States
- Ad Placement in our 2011 Disability Matters Ad Book
- Single-Ticket Purchases
- and more...

Please visit – <http://www.consultspringboard.com/category/disability-matters/disability-matters-2011/> to download the required applications and/or forms and obtain additional information.

We look forward to celebrating with you in California!



“Do you know the way to San Jose!”



If you are interested in finding out more about the event, visit our website at <http://www.consultspringboard.com> or call Jill at 973-813-7260 x.106, and Ivette at x 102.

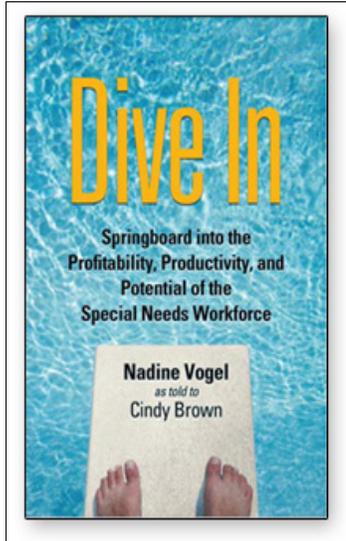
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## Springboard's Features, Continued:

**“Dive In: Springboard into the Profitability, Productivity, and Potential of the Special Needs Workforce” by Nadine O. Vogel ...**

**Springboard Consulting is now able to offer you exclusive pricing on “DIVE IN”!**



### DIVE IN

#### Non-Returnable Pricing

	Tiers	Price Per Book
<b>Single Copy Rate</b>	<b>1 to 41 books</b>	\$ 18.50
<b>Bulk Rate</b> (case pack rate X 42)	<b>42 - 126 books</b>	\$ 17.00
	<b>127-252 books</b>	\$ 15.75
	<b>253-378 books</b>	\$ 14.25
	<b>379-504 books</b>	\$ 13.00
	<b>505+ books</b>	\$ 12.00

**Call us for more information on how to buy!**

## Disability Employee Resource Group (ERG) Leadership Networking Forum:

A quarterly conference call For Disability ERG Leaders across Corporate America (all industries) to learn from each other. \$3,500 per year (12 month period) for up to two Disability ERG leaders per company. Register Today by calling 973-813-7260 x102 or emailing us at [info@consultspringboard.com](mailto:info@consultspringboard.com)

## The ADA/ADAAA Information Kit: Stay tuned for the release of our newest offering!

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