

HARMFUL LANGUAGE



PEOPLE FIRST LANGUAGE

The Arc of Central Alabama seeks to actively portray individuals with intellectual disabilities in a positive and productive manner. As a volunteer you are representing The Arc and the people served. By using People First Language you will be promoting dignity and respect.

The disabled, handicapped

Person with a disability

Normal or healthy person

Person without a disability

He is retarded, slow, simple,
afflicted, or special

**He has an intellectual/
developmental disability**

The blind, suffers from vision
loss

**Person who is blind/visually
impaired**

Mute, dumb

**Person who has a
communication disorder**

She is wheelchair bound

She uses a wheelchair

Handicapped parking, etc.

Accessible parking, etc.

Has overcome their disability, is
courageous

**Person who is successful,
productive**

She is Downs, Autistic, etc.

**She has Down syndrome, autism,
etc.**



The Arc
Central Alabama