

Disability Awareness

Disability symbols were designed for use by both public and private entities to advertise available facilities to patrons both people with disabilities and those with differing abilities. Below are some typical symbols.



Disability Access Sign Symbol Meanings:

1. Universal Information Symbol
2. International Symbol of Accessibility
3. Symbol indicating Audio Description for Theatre & Live Performances
4. Audio Description for TV, Films & Video
5. Large Print / Accessible Print Symbol
6. Symbol indicating Access for Individuals Who Are Blind or Have Low Vision
7. Braille Symbol
8. Telephone Typewriter Symbol
9. Sign Language Interpretation Symbol
10. Assistive Listening Systems Symbol (Ear)
11. Assistive Listening System Symbol (Telephone)
12. Closed Captioning Symbol

Disability Awareness

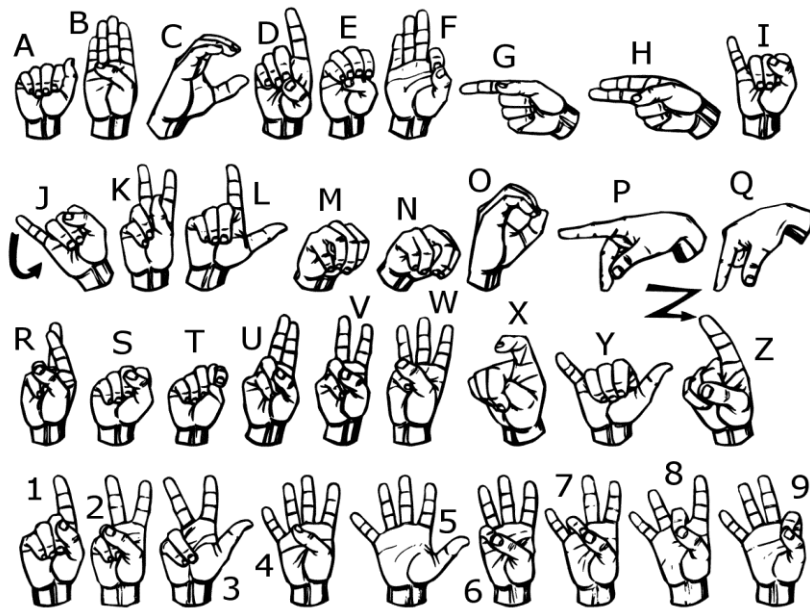
Accessibility means more than installing ramps. It means considering inclusive language that is not offensive. “People with disabilities” and “people with differing abilities” are commonly used. Below is a short list of some acceptable and not acceptable words or phrases.

ACCEPTABLE	NOT ACCEPTABLE
cerebral palsy/paraplegia/physical disability	crippled, spastic
cognitive or intellectual impairment	retarded, mongoloid
communication disorder/unable to speak, deaf	dumb/deaf-mute, hearing-impaired
disability	Handicap
psychiatric disability	insane, crazy, deranged
uses a wheelchair	wheelchair bound/confined to a wheelchair
has or had a disability	stricken, victim, or suffering from
accessible parking/seating/restrooms	handicapped parking/seating/restrooms



Disability Awareness

American Sign Language (ASL) is the preferred language for the Deaf community, those who are Deaf, hard of hearing, and Deafblind. When one sees a capital 'D' in the word Deaf, it indicates cultural deafness within what is discussed or stated. Besides indicating hearing loss, the small 'd' in deaf indicates someone who is not culturally deaf. Most Deaf people DO NOT read lips. Learning the manual alphabet can help bridge short communication, learning the language will bridge relationships.



I

NAME

My name is (fingerspell your name)

Commission on Disability Concerns of the Baltimore-Washington Conference

Disability Awareness

Need assistance with how to interact with people with disabilities or those with differing abilities? Below are some tips from The Mobility Resource website.

1. Avoid the "you're so inspirational" remarks.

We are just trying to live our lives like everyone else. Your comment will have the negative effect, reminding us how different people still think we are.

2. Whatever you do, don't talk louder.

The presence of a mobility aid does not mean we're can't hear.

3. Ask before helping.

It may be hard to resist, but automatically helping us without asking first should never be done. We know when to ask for help.

4. Don't lean on our wheelchairs.

From our perspective, it's one of the most de-humanizing things you can do.

5. Introduce yourself when speaking with the visually impaired.

I've had friends who were blind and one of the most important things you can do when you first meet someone with vision limitations is to introduce yourself.

6. Stay calm - it's only a wheelchair.

We are just another ho-hum human, but sitting in a chair on wheels. We're really not as different as you may think. Really.

7. Refer to us as *person first*.

Throughout this article, you may have noticed me referring to the disabled population as "people with disabilities." This is called "person first" language and people with disabilities should always be referred to this way in written-form, and in the thought-process as well.

8. Avoid the patronizing for someone else.

Avoiding patronizing remarks also ranks high on the list of how-to better interact with people with disabilities. Anything along the lines of "Good for you," "You're so brave," "Wow I'm impressed" should never be uttered. Just remember, again, we are not *that* different.

9. Talk to us, not whoever is with us.

More often than not they'll ask whoever they're with - not them - what they're ordering, sadly assuming the person's disability must affect their mental ability too.

10. When in doubt, refer to the "Golden Rule."

When in doubt over how you should treat us, always refer to the Golden Rule. The Golden Rule is beautifully simple - treat others as you'd like to be treated. Mutual respect.

Reference: <https://blog.themobilityresource.com/blog/post/10-correct-ways-to-interact-with-people-with-disabilities>

Commission on Disability Concerns of the Baltimore-Washington Conference

Disability Awareness

Autism is a developmental disorder characterized by troubles with social interaction and communication. Often there is also restricted and repetitive behavior. Below are some strategies to keep in mind.

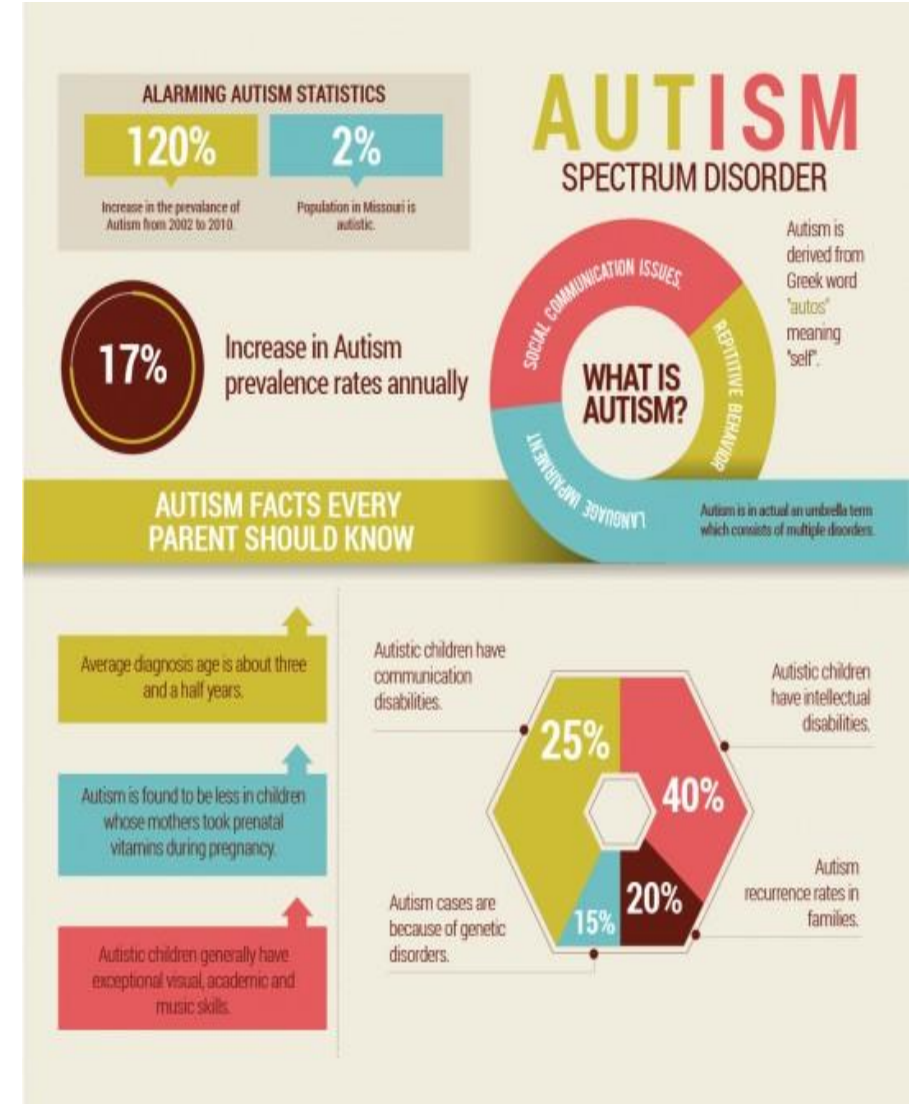
Designing for users on the autistic spectrum



Do...	Don't...
use simple colours 	use bright contrasting colours 
write in plain English Do this.	use figures of speech and idioms 
use simple sentences and bullets 	create a wall of text 
make buttons descriptive Attach files	make buttons vague and unpredictable Click here!
build simple and consistent layouts 	build complex and cluttered layouts 

Disability Awareness

Autism is a developmental disorder characterized by troubles with social interaction and communication. Often there is also restricted and repetitive behavior. Below are more facts.



Reference: <https://digitalsynopsis.com/wp-content/uploads/2016/09/web-designing-for-accessibility-autistic-spectrum.jpg>

Commission on Disability Concerns of the Baltimore-Washington Conference

Reference: http://thumbnails.visually.netdna-cdn.com/autism-what-every-parent-should-know_5374b55a39e8a_w540.jpg

Commission on Disability Concerns of the Baltimore-Washington Conference

Disability Awareness

Down Syndrome is a genetic disorder caused by the presence of an extra copy of chromosome 21. It is one of the most common chromosomal disorders, affecting approximately 1 in 700 babies born worldwide. Individuals with Down Syndrome have distinct physical features, developmental delays, and intellectual disabilities that can range from mild to severe. Despite these challenges, individuals with Down Syndrome have unique abilities and qualities that contribute to their families and communities. With the right support and opportunities, individuals with Down Syndrome can lead fulfilling and meaningful lives.



World Down Syndrome Day (WDSD) is observed on 21 March every year.

On this day, people with Down syndrome and those who live and work with them throughout the world organise and participate in activities and events to raise public awareness and create a single global voice for advocating for the rights, inclusion and well being of people with Down syndrome.

"You can wear unpaired socks on World Down Syndrome Day to raise awareness about Down Syndrome and show support for individuals with the condition. The 'Lots of Socks' campaign encourages wearing brightly colored, mismatched socks to symbolize the uniqueness and diversity of individuals with Down Syndrome.

Participating in the 'Lots of Socks' campaign allows us to show solidarity with the Down Syndrome community and raise awareness about the condition in a fun and creative way that celebrates diversity and inclusivity."

Disability Awareness

Dementia is not a specific disease. It's an overall term that describes a wide range of symptoms associated with a decline in memory or other thinking skills severe enough to reduce a person's ability to perform everyday activities. Below are some common signs and symptoms.

10 EARLY SIGNS & SYMPTOMS OF DEMENTIA

Dementia is not a disease, rather it is a collection of many symptoms that suggest the presence of a brain disorder.

- 1 SUBTLE SHORT-TERM MEMORY LOSS
- 2 DIFFICULTY COMMUNICATING THOUGHTS
- 3 RAPID AGITATION AND MOOD SWINGS
- 4 DISREGARD FOR GROOMING AND PERSONAL HYGIENE
- 5 DIFFICULTY IDENTIFYING HUMOR
- 6 FREQUENT FALLING AND TRIPPING
- 7 LAPSE IN JUDGMENT
- 8 MISPLACING THINGS
- 9 LACK OF INITIATIVE OR APATHY
- 10 GETTING CONFUSED OFTEN

To explore more, visit
Top10
Home Remedies
www.Top10HomeRemedies.com

People With 'Invisible Disabilities' Fight For Understanding

March 8, 2015:18 PM ET
Heard on All Things Considered

Some disabilities are more obvious than others. Many are immediately apparent, especially if someone relies on a wheelchair or cane. But others — known as "invisible" disabilities — are not. People who live with them face particular challenges in the workplace and in their communities.

Carly Medosch, 33, seems like any other young professional in the Washington, D.C. area — busy, with a light laugh and a quick smile. She doesn't look sick. But she has suffered from Crohn's disease, an inflammatory bowel condition, since she was 13. There have been times, she says, when she's "been laying on the floor in the bathroom, kind of thinking, 'Am I going to die? Should I jump out in front of traffic so that I can die?' Because you're just in so much pain."

More recently, she was diagnosed with fibromyalgia, a condition that leaves her in a state of full-body chronic pain and intense fatigue.

For Medosch and others who struggle with an invisible disability, occasional hospital stays and surgeries are not the hard part. Mundane, everyday activities can be more difficult.

"Washing my hair, blow-drying my hair, putting on makeup — those kind of activities can exhaust me very quickly," says Medosch. "So you kind of blow-dry your hair and then you sort of sit down for a little bit."

Walking to the subway or even bending down to pick something up can take a lot out of her. But that isn't apparent from the outside.

"I kind of call it being able to pass," she says. "So I can pass as a normal, healthy, average person, which is great and definitely helps ease my everyday life — especially in interactions with strangers, getting your foot in the door in a situation like a job interview."

It is hard to pinpoint the number of Americans with an invisible disability, but it's estimated there are millions. Their conditions may range from lupus to bipolar disorder or diabetes. The severity of each person's condition varies, and the fear of stigma means that people often prefer not to talk about their illnesses.

But in employment disability discrimination charges filed with the Equal Employment Opportunity Commission between 2005 and 2010, the most commonly cited conditions were invisible ones, according to analysis by researchers at Cornell University's Employment and Disability Institute.

"You know, it's that invisible nature of an illness that people don't understand," says Wayne Connell, the founder and head of the Invisible Disabilities Association. He started the group after his wife was diagnosed with Lyme disease and multiple sclerosis.

"We'd park in disabled parking and she didn't use a wheelchair or a cane, and so people would always give us dirty looks and scream at us," he recalls.

"When they see someone in a wheelchair, OK, they get that they're in a wheelchair. But what if they have chronic pain, what if they have PTSD — anything from cancer to peripheral neuropathy to autism?"

Medosch has had similar experiences with her handicapped parking tags. She also says that she faced challenges obtaining accommodations from a prospective employer.

Joyce Smithy, a lawyer who specializes in labor and employment, says that's not uncommon. When people with invisible disabilities request accommodations, Smithy says, some employers respond, "We don't do that as a policy."

"And that's a problem," Smithy says. "Because that person is not asking to partake of a benefit that's offered in a policy; that person is asking for an accommodation they're entitled to under the law."

When a disability isn't immediately obvious, others — at work, school or even at home — sometimes doubt it exists and accuse those who suffer from invisible conditions of simply angling for special treatment.

Medosch says she's comfortable being vocal about her disability now because she's well protected at her current job. She hopes discussing her own experience will help boost understanding, but acknowledges invisible disability can be hard to fathom — especially when so many people who live with it seem, outwardly, at least, to be just like everyone else.

Place on Bulletin Board or Church Website

10 Steps for Healthy Aging

Living a healthy lifestyle becomes even more important for better aging. The things we do to keep body and heart healthy—nutritious diet, physical activity, and social connections – also can help promote brain health and wellness. Here are 10 steps for successful aging:

1. Eat Well

Adopt a low-fat diet high on fruits and veggies, like strawberries, blueberries and broccoli. Take daily vitamins. Limit intake of red meats, fried and processed foods, salt and sugar.

2. Stay Active

Brisk walking benefits brain health, while aerobics can boost your heart rate, and weight training builds strength and flexibility.

3. Learn New Things

Pick up a new hobby like playing tennis, learn to speak a foreign language, try a cooking class, or something you haven't done before.

4. Get Enough Sleep

At least 7 to 9 hours is a good night's rest. Insomnia or sleep apnea can have serious physical effects and negatively affect memory and thinking.

5. Mind Your Meds

Medication can affect everyone differently, especially as you age. A medication that didn't trigger side effects in the past can suddenly cause an abnormal reaction. Talk to your doctor about all medications, whether over-the-counter or prescriptions.

6. Stop Smoking and Limit Alcohol

Smoking can increase the risk of other serious illnesses, while too much alcohol can impair judgment and cause accidents, including falls, broken bones, and car crashes.

7. Stay Connected

Invite friends and family over for a meal, board games, or just to hang out. Maintaining an active social life is important for mental health and keeping a positive attitude.

8. Know Your Blood Pressure

If your blood pressure is high, get it under control under the supervision of a healthcare professional.

9. See Your Doctor

Maintain checkups. Health screenings are key to managing chronic illnesses, such as diabetes, cardiovascular disease, and obesity. Speak with your physician about any concerns or questions you have about your health.

10. Get a Memory Screening

Our brains need regular checkups, just as other parts of our bodies do. A memory screening is a quick, easy, non-invasive exam for our brains. Talk to your doctor about getting a screening as part of your annual wellness exam or call the Alzheimer's Foundation of America at 866-232-8484.

Reference: <https://alzfdn.org/10-steps-for-healthy-aging/>

Place on Bulletin Board or Church Website

10 Tips on How to Communicate with those on the Autism Spectrum

Guest Post by Steve Summers*

1. Please always keep in mind that communication difficulties are common with Autism. We have difficulties in reading social cues and body language. Be patient and understanding.
2. We tend to take things literally and have often trouble reading between the lines. As a result, we may ask a lot of questions to clarify what is meant by something that you say. I have been told that I ask a lot of questions. Don't be offended by this. It is our way of being sure that we understand what you are telling us. We may repeat back to you in our own words to try and get on the same page as you.
3. If we misunderstand something that you say, please be patient and expand on what you said and explain what you meant. Don't assume a negative or hostile intent from us if we misunderstand something that you said. Keep in mind that communication can be difficult for us. Things that come naturally to you take extra effort by us.
4. Please don't get offended by our communication style. We tend to be frank, honest and matter of fact. Some people may interpret this as blunt or rude. We don't intend to offend you by not sugar coating the things that we say. We don't intend to be rude. Please don't get defensive or assume that we are attacking you. Remember that communicating is hard for us. Don't make negative assumptions. Too often we get corrected or attacked by someone who fails to give us some slack and the benefit of the doubt.
5. Please don't expect eye contact. We may be able to force eye contact, but it is not comfortable for us. Making eye contact takes a conscious effort. This effort may take away from listening and understanding what you are saying. I tend to look at a person's mouth more often than their eyes. Other autistic people will rarely look at your face. This is ok.
6. Please keep in mind that we most likely have been rejected, excluded, ridiculed or bullied in the past. If we seem anxious or insecure this may be due to living in a world that misunderstands us and is often hostile to us. We have to work hard to reach out to others. Please work at reaching back to us with understanding and kindness. If we feel that you are ignoring us we will feel bad about that. We may persist in asking for feedback from you. Please be reassuring and clearly express your support for us.
7. Please don't speak down to us. Treat us as equals. We may sound flat or have an unusual tone to our voice. We may not speak with our voice at all. We may need to type our words. Please be patient with us. It may take us a while to formulate our answers.
8. Please don't talk too loudly or yell at us. It is very jarring to us. It makes me jump when someone comes up to me and talks too loudly. It is like having someone jump out in the dark yelling "BOO!" at me. It causes an adrenalin dump in my body. I don't like this.
9. Please do NOT touch us without warning. It will make us jump. We don't like unexpected touches.
10. Please don't assume that we lack empathy or emotion. We pick up on negative or judgmental attitudes. We know when people look down on us or are hostile to us. We will shut down if you show us a lack of respect.

Please keep in mind that we are all different. These issues will vary from person to person. The above tips are written from my perspective as an autistic person. This is just a guide. Feel free to ask me any questions so that I may expand and clarify any areas that aren't clear to you. Thank you for reading this guide. ~ Steve Summers

*Steve Summers

I was diagnosed with Asperger Syndrome (part of the Autism Spectrum) as an adult. I was diagnosed following my 11-year-old son's diagnosis with Aspergers. I am happy to have my diagnosis. It was like a light being turned on that illuminated my entire life in a new way. Now I understand why I never really 'fit in.' It is like having a huge weight lifted off of my shoulders to have my diagnosis.

I don't feel that people should make divisions between parts of the Autism Spectrum. I am autistic and I want to work to make the world a better, more understanding and accepting place for all autistic people. We need to work together for the benefit of all on the Autism Spectrum.

I wrote this list due to continuing difficulties that I have had with the give and take of communicating with others. Many people seem too easily offended because they fail to understand these things about me. We all need understanding and acceptance.

Reference: <https://autismum.com/2012/05/07/10-tips-on-how-to-communicate-with-autistic-people/>