

Some tips

- Address a person with a disability in the same way as you talk to everyone else.
- Speak directly to a person with a disability. Always face a deaf person and maintain eye contact while talking even if they have an interpreter or companion with them.
- When introducing yourself to a blind person, let them know you are about to shake their hand.
- Be mindful of the writing and reading challenges for people who are dyslexic.
- If unsure about the appropriate language to use, ask the person in a respectful manner.
- Never attempt to speak or finish a sentence for the person you are talking to.

The most important thing to remember is to simply focus on the person rather than the disability. Don't be so afraid of saying the wrong thing that you don't say anything at all. Relax, be willing to communicate, and listen.



T
DUBLIN
OLLSCOIL TEICNEOLAÍOCHTA
BHAILE ÁTHA CLIATH
TECHNOLOGICAL
UNIVERSITY DUBLIN

Disability Support Services
in conjunction with TU
Dublin Ability Network



Inclusive Language Guidelines

T
DUBLIN
OLLSCOIL TEICNEOLAÍOCHTA
BHAILE ÁTHA CLIATH
TECHNOLOGICAL
UNIVERSITY DUBLIN

Inclusive Language Guidelines

Language is our main form of communication and it plays a powerful role in contributing to and in eliminating discrimination.

The inclusive language guidelines nurture diversity and inclusion at Technological University Dublin. Using inclusive language fosters a community of respect. The language associated with disabilities can be sensitive and is always changing as societal views change. Inclusive communication avoids the use of words or expressions that exclude specific groups of people that are no longer acceptable

Inclusive language simply means language that has been carefully constructed in ways that treat all people with respect.



Focus on the Person

Use language that respects people with disabilities as active individuals with control over their own lives. If you are unsure, ask the person how they would like to be described.

Appropriate Language

disabled (people with disabilities)

has/is (e.g. has Epilepsy, is Dyslexic, person who has Autism) person with Asperger's

wheelchair user

person with a disability

seizures or episodes

person with cerebral palsy

non-disabled

person with a mental health condition

deaf, user of Irish Sign Language (ISL), person with a hearing impairment

people with visual impairments; blind people; blind and partially sighted people

person with epilepsy, diabetes, depression or someone who has epilepsy, diabetes, depression

someone with restricted growth or short stature