



WE ARE COMMITTED TO MAKING BRIO LIVING SERVICES A SAFE, WELCOMING PLACE FOR ALL TO LIVE AND WORK.

October is National Disability Employment Awareness Month (NDEAM)

DID YOU KNOW?

The [Americans with Disabilities Act \(ADA\)](#) prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications, and access to state and local government programs and services. As it relates to

employment, [Title I of the ADA](#) protects the rights of both employees and [job seekers](#). The ADA also establishes requirements for [telecommunications relay services](#). [Title IV](#), which is regulated by the [Federal Communications Commission](#) (FCC), also requires [closed captioning](#) of federally funded public service announcements.





WHAT IS A DISABILITY? A physical, mental, cognitive, or developmental condition that impairs, interferes with, or limits a person’s ability to engage in certain tasks or actions or participate in typical daily activities and interactions (Merriam-Webster)

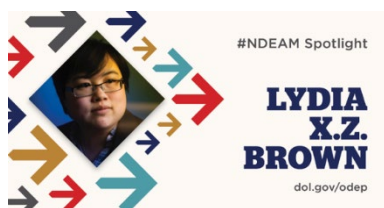
Tips for Working with and Communicating about Persons with Disabilities:

- Emphasize abilities, not limitations.
- Refer to the person first and the disability second (person with disability instead of disabled person).
- Use “person first language”. Do not use language that portrays the person as passive or suggests a lack of something: victim, invalid, defective, retard. Instead use “person who has had a stroke” or “burn survivor” or “person with epilepsy”.
- Do not use language that perpetuates negative stereotypes about psychiatric disabilities. “Person with substance use disorder” is preferred over “addict, abuser, or junkie”. “Person who is receiving mental health services” is preferred over “schizophrenic or schizo”.
- Do not mention someone’s disability unless it is essential to the story.

Important Names in Disability Rights



LOIS CURTIS'S lawsuit against the State of Georgia resulted in the Supreme Court’s landmark Olmstead decision, providing a legal basis for independent living and community integration, including through employment, for Americans with disabilities. #NDEAM Spotlight



LYDIA X. Z. BROWN is an attorney, author, and educator whose work focuses on intersectionality and disability justice. Among their many other achievements, they were the lead editor of *All the Weight of Our Dreams*, an anthology of works by people of color living with autism. #NDEAM Spotlight

If you would like to learn more...here are some resources:



[Disability Social History Project](#)



[EDGE – Education for Disability and Gender Equity](#)



[Smithsonian National Museum of American History](#)