



## Life **WITHOUT** Labels Using Natural Language

People Inc. fosters a culture that is both person-centered and sensitive to the impact that trauma and challenging situations have on people. The agency is working toward maintaining this standard by continuing to be a person-first thinking organization: Seeking Council on Quality and Leadership (CQL) re-accreditation and providing the services that people may need and be drawn to.

As a result, the People Inc. Stakeholders established a goal that would encourage people to use more **natural language** and **end the use of labels** within our agency and the community. A Natural Language Committee was formed and has

been striving to create this critical training as a result of the feedback and expectations of the People Inc. Stakeholders.

The committee will conduct training sessions designed to explore the history and use of language: Trainings include how people talk with each other and challenge us on all to think about how we can speak more naturally to one another. The group will create and identify tools to help practice Natural Language. Moving forward, the goal is that people are more mindful of how language sparks emotion and perspective.

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**People Inc.**

Where your world opens up.



# Life WITHOUT Labels

## Using Natural Language

### What to say and what not to say:

**DO**

**Say this**

- He/she/they is/are living with autism/Down syndrome/epilepsy
- Person/people with a disability/disabilities
- She/he/they uses/use a wheelchair
- The people/person I work with/I support
- He/she/they has/have a learning disability
- She/he/they has/have a cognitive diagnosis/developmental or intellectual disability
- Person/people
- Person who is blind or visually impaired
- He/she/they has/have a physical disability
- She/he/they communicates/communicate with their eyes, a device
- Accessible – parking/hotel room
- He/she/they needs/need/uses/use
- While talking with a Deaf person, face the person and make eye contact when speaking
- Ask a Deaf person or someone with a disability their preferences for communication
- A person who has been/has not been vaccinated

**DON'T**

**Say this**

- She/he/they is/are autistic/downs/epileptic
- The handicapped or disabled
- He/she/they is/are wheelchair bound or confined to a wheelchair
- My guys/our guys
- She/he/they is/are learning disabled
- The retarded or he/she/they is/are mentally retarded
- Customer/client/individual/consumer
- The blind
- He/she/they is/are a quadriplegic/crippled
- She/he/they is/are non-verbal
- Handicapped – parking/hotel room
- He/she/they has/have problems with or has/have special needs
- Do not yell or talk loudly unless you are asked to do so
- While talking with a Deaf person or someone who has a disability, do not over-emphasize your facial expressions
- She/he/they is/are a vaccinated/non-vaccinated