

Understanding Disability

DISABILITY is an evolving concept.

Disability results from the barriers that hinder a person's full participation in society on an equal basis with others. When there are proper accommodations, there aren't any barriers.

- Brain Injury, Spinal Cord Injury
- Autism Spectrum Disorder
- Learning Disability, Memory Disorder
- Dyslexia
- Attention Deficit Hyperactivity Disorder (ADHD)
- Down Syndrome
- Phobia, Schizophrenia
- Depression
- Obsessive-Compulsive Disorder (OCD)
- Speech Impairment
- Hearing Impairment, Deafness
- Vision Impairment, Blindness
- Arthritis
- Chronic Pain, Fibromyalgia
- Mobility Issue, Agility issue



Our understanding of disability is evolving

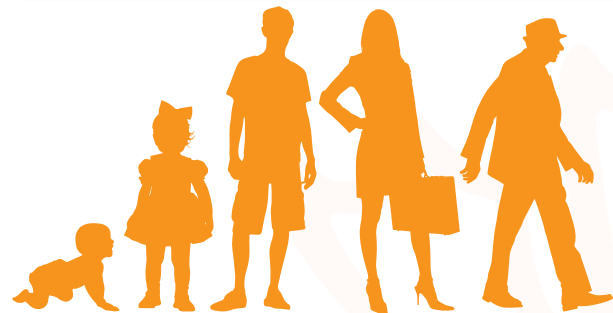
Disability used to be understood within the medical model, where a disability was only defined by a health diagnosis.

Today, we know that disability is understood through a combination of the severity of a health diagnosis in addition to an individual's ability to interact within society.

ONSET

When the diagnosis of the disability is confirmed.

- BIRTH
- CHILDHOOD
- ADOLESCENCE
- ADULTHOOD
- OLD AGE



Convention on the Rights of Persons with Disabilities and Optional Protocol 2006 United Nations



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HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.