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.

ONSET
When the diagnosis of the disability is confirmed.

BIRTH
CHILDHOOD
ADOLESCENCE
ADULTHOOD
OLD AGE

DISABILITIES CAN BE...
MILD
MODERATE
SEVERE

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.

SOME DISABILITIES ARE VISIBLE

SOME DISABILITIES ARE INVISIBLE


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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.