

The Changing Nature of Language



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Recruitable is designed and developed by:



There are some terms that are **no longer relevant, can cause offense or even reinforce negative stereotypes.**

That's why we've put together some examples of **respectful alternatives** to support you to be more inclusive.





Language

✘ Avoid:

Disabled, Handicapped

✔ Try:

Person with disability,
People with disability

✘ Avoid:

Mental, Crazy, Mad

✔ Try:

Person with a mental
health condition

✘ Avoid:

Suffers from

✔ Try:

Has disability

✘ Avoid:

Wheelchair bound, Confined
to a wheelchair

✔ Try:

Person who uses a
wheelchair, Wheelchair user

✘ Avoid:

Mentally retarded

✔ Try:

Person with cognitive
disability

✘ Avoid:

Simple, Mentally disabled,
Mentally defective

✔ Try:

Person with intellectual
disability, Person with
psychosocial disability

Language

✘ Avoid:

Brain damaged

✔ Try:

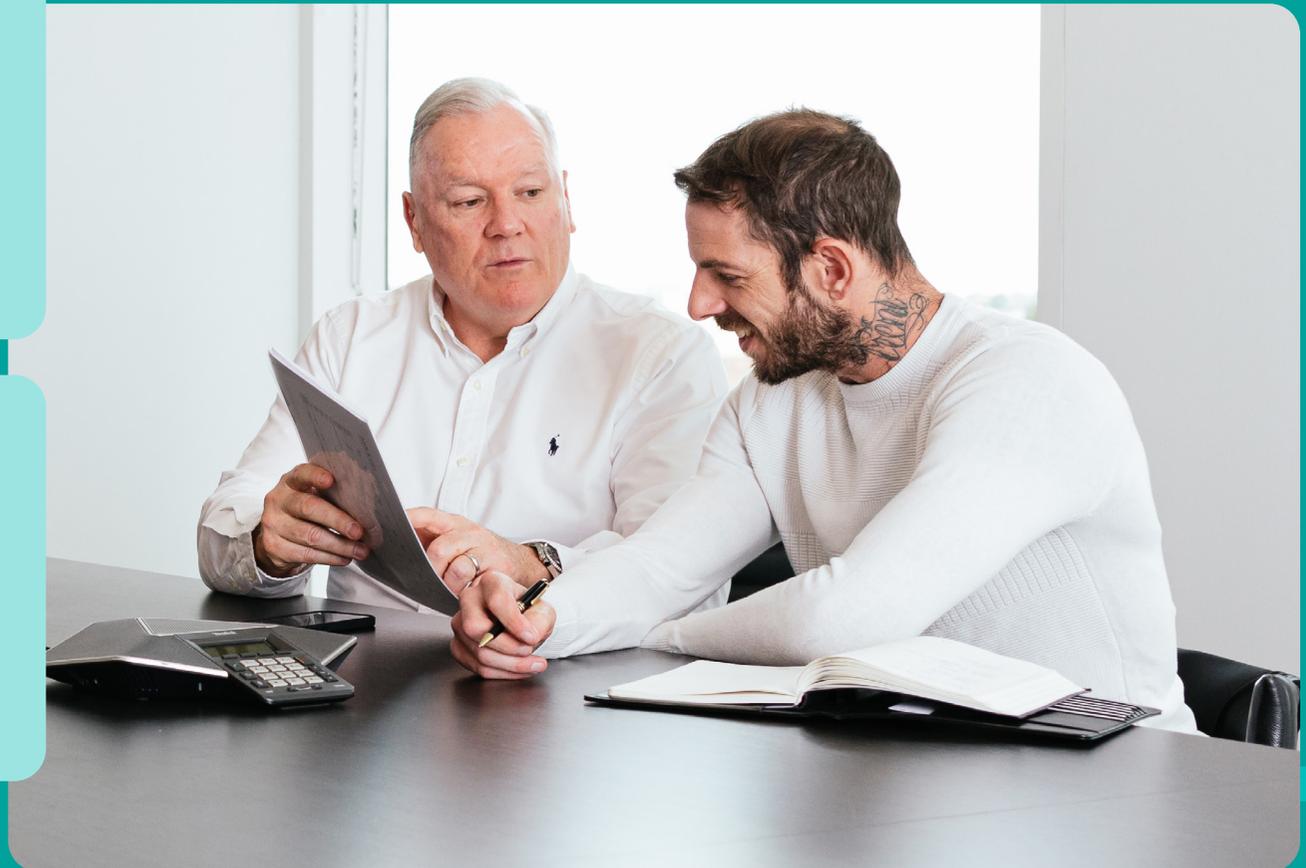
Person with a brain injury

✘ Avoid:

Normal person, Able-bodied person

✔ Try:

Person without disability



Language

✘ Avoid:

Personal questions that don't relate to how a person will do their job. It's important to note that these types of questions are also unlawful and discriminatory e.g. Questions about the candidate's health, if or how they acquired their disability.

✔ Try:

It's okay to ask relevant questions about how a person's disability might relate to doing the job. **If you have a question, ask the candidate in a genuine and respectful way.** (e.g. Are there any changes we need to make to the job or work space to make it more accessible?).



Be a part of the **bigger picture**
and learn how to be more inclusive
of people with disability with the
Recruitable resources.

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