



ABLEIST LANGUAGE *that can cause* **Offense**

Inclusion efforts are evolving at record rates. It is important to stay on track and support all diverse communities the best way we can by being open to learning. When we use ableist language as metaphoric norms especially in negative ways, we diminish the importance of recognizing those with mental, intellectual disabilities, physical disabilities, and other disorders. The language below is not inclusive of all terms that cause offense; however, it is a start to help support you in your journey to being kinder and more inclusive.

WORDS USED AS METAPHORS THAT CAUSE HARM

RETARDED/RETARD/SHORT BUS

Could cause hurt to those with intellectual disabilities.

SPAZ(ZED)

Could cause hurt to people with neurological disorders like cerebral palsy and others.

DUMB/DEAF & DUMB/FALLING ON DEAF EARS

Could cause hurt to people who are hearing impaired, deaf, speech impaired, or may have communication disabilities or disorders.

FEEBLE MINDED

Could cause hurt to those with mental health, intellectual disabilities, developmental disabilities or other disabilities like dementia or Alzheimer's.

OCD / ADD / ADHD

Could cause hurt to those with Obsessive Compulsive Disorder, Attention Deficit Disorder, or Attention Deficit Hyperactivity Disorder which are real disorders many manage.

PSYCHO/PSYCHOTIC

Could cause hurt to those with psychological disabilities.

HEAD CASE/MENTAL CASE

Could cause hurt to those with psychological and mental health disabilities or disorders. Using this term can be insulting and harmful.

CRIPPLE/CRIPPLED/LAME

Could cause hurt to those with physical disabilities or mobility issues.

IDIOTIC /SIMPLETON

Could cause hurt to those with intellectual disabilities.

WHACK JOB/NUT CASE

Could cause hurt to those with intellectual or mental health disabilities or disorders.

For more information, check out these resources:

[Ableism in Everyday Language](#)
[Disability Language Style Guide](#)

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