

International Day of Persons with Disabilities (IDPD) – 3 December

The International Day of Persons with Disabilities is annually observed to promote the full and equal participation of persons with disabilities and to take action for the inclusion of those persons in all aspects of society and development.

There are many different types of disabilities with their own unique challenges. These include physical, mental, and cognitive disability. Disability can be a long-term, recurring, or progressive impairment.

Basic disability etiquette involves:

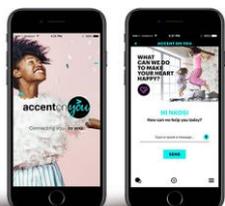
- Treat people living with disabilities with the same respect and recognition you would give to any person.
- Speak to the person directly, not to the person accompanying them.
- Living with a disability does not necessarily mean that there is an impact on intellectual functioning, acknowledge and respect the individual's ability to make decisions and judgments on their own.
- Do not make assumptions about what they can or cannot do.
- Do not assume that you need to assist; with their consent, offer assistance but make sure to listen to their response, respect their answer, and follow their directions.
- Respect the person's personal space. Do not touch or handle the person or their assistive devices without permission.
- Be aware of service animals and that although they might be adorable, they are there to work and not to socialise. Do not engage with a service animal without the owner's permission.

Any type of disability can lead to difficult emotional states including but not limited to feelings of isolation, depression, loss of self-esteem or purpose. Getting to a place of acceptance and finding new goals and purpose can be a challenge.

AccentOnYou counsellors can play a big role in supporting employees through the emotional adjustments and to work through the challenges encountered on this journey.

Additional resources for engagement outside of Momentum Wellness include:

- Association for People with Disabilities: <https://apdjhb.co.za/>
- SA Federation for Mental Health <https://www.mhinnovation.net/>



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