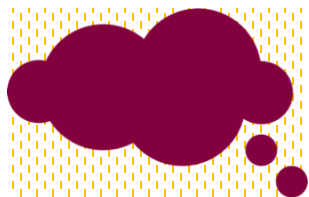
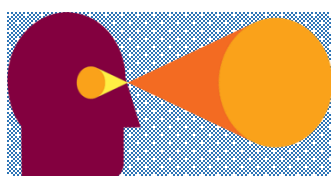


# Inclusive Respect Guide



**Be Thoughtful. Ask first!** Don't make assumptions about ability, condition, culture, pronouns or identity labels.

**Ex:** Would you like some help carrying that? What pronouns would you prefer? Is there a ritual or cultural practice you would like honored while staying here?



**Person First:** people are not defined by their condition nor are they suffering with it. Not everyone identifies as having a disability.

**Ex:** Tracy lives with multiple sclerosis and uses a walker.  
Lindy uses a wheelchair for their mobility device.

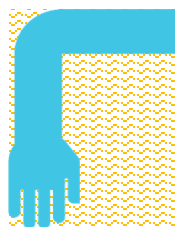


**Make Eye Contact.** If they are at a lower level than you, sit down if possible. People who feel comfortable around others, feel included when we notice and open up to seeing them.



**Use first names and gender neutral language.** Avoid Ma'am; Sir; Mr./Ms./Mrs. prefixes; him/her pronouns until identity is communicated. Non-binary people (who do not identify as male or female) go by "They/Them/Their" pronouns. Cisgender people identify with their birth gender orientation.

**Ex.** Lars works in research. They are trained in CPR and have a degree in engineering science.



**Mobility devices are often an extension of a person's body.**

Ask permission before touching. Some people who use mobility devices are also immunocompromised and touching their wheelchair or aid could transfer a virus to their body/home.

**Ex.** I see you and your wheelchair are stuck in the snow, would you like me to push you out?