

# WORKING WITH ADULTS WITH

# I/DD

## DEFINITIONS

I/DD stands for Intellectual and Developmental Disabilities.

**Intellectual disability** is a below-average cognitive ability with 3 characteristics: I.Q. is between 70-75 or below, significant limitations in the ability to adapt and carry on everyday life activities such as self-care, socializing, communicating, etc., and the onset of the disability occurs before age 18.

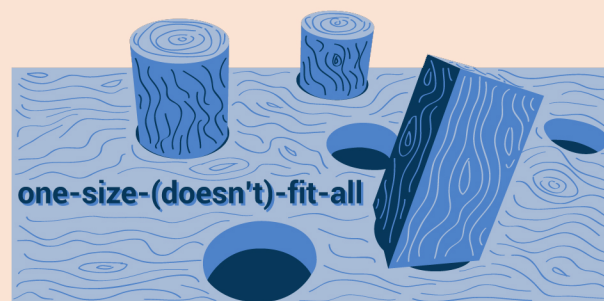
**Developmental disability** is a broader term that includes ASD (autism spectrum disorders), epilepsy, cerebral palsy, developmental delay, fetal alcohol syndrome and other disorders that occur during the developmental period (birth to age 18). The major differences are in the age of onset, the severity of limitations, and the fact that a person with a developmental disability may or may not have a low I.Q.

**Self-Advocacy** is a worldwide civil rights movement. Self-advocacy means people with I/DD speaking up for themselves, exercising their rights, and making decisions about their own lives.

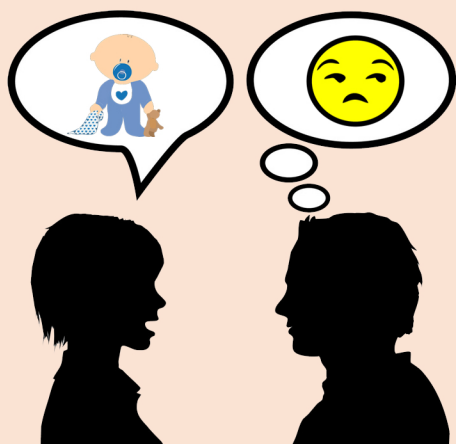
Source: <http://www.thearc.org/learn-about/intellectual-disability>



Never use the "R" word!  
Use "self-advocate" or person-first language such as "a person with I/DD".  
When speaking directly to someone, use their name.



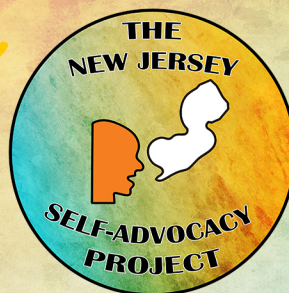
People with I/DD are not all the same! I/DD encompasses an umbrella of disabilities. Advocates should be treated as individuals with their own personalities and life experience, just like everyone else.



Don't talk to an adult like they're a child. Adults with I/DD should be treated appropriately according to their age. Infantilizing them is disrespectful.



Don't ask questions of staff members that advocates can answer themselves. If you have a question about someone, ask them directly when possible.



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