DisABILITY Is Diversity

October is Disability Awareness and National Disability Employment Awareness Month. The Inclusive Possibilities Cluster has organized this *Spotlight* to bring awareness to the human rights and social justice model of disability.

Disability as a Cultural Difference

Most people are familiar with the medical model of disability, which defines disability as a health condition or disease and as an impairment to be addressed by doctors and rehabilitation specialists who pursue treatments and cures for disabling conditions. The focus is on changing people with disabilities, who are seen as needing to be cared for and cured so they can perform more efficiently in a society that has been constructed by and according to people without disabilities.

The human rights and social justice model focuses on the role of society in gaining equality for all of its citizens, including people with disabilities. The focus shifts from fixing individuals to eliminating socially constructed barriers that prevent people with disabilities from participating fully in their communities. Equality for people with disabilities is seen in the same light as equality for other minority communities where social structures such as prejudice, segregation, inaccessibility, and cultural/religious beliefs are the problems.*

What Are We Doing?

The University of Rochester is committed to the inclusion of all students, faculty, staff, and visitors, including those with disabilities, on our campus. We strive to meet the needs of all participants in our programs, services, and events by providing reasonable accommodations for individuals with disabilities, and we are continuously working toward eliminating physical and societal barriers to make the University a more accessible and inclusive campus. Please visit the following web pages for information on resources available that support employees, students, and visitors with disabilities.

Resources

- Disability Resources for Employees (Faculty and Staff)  
  www.rochester.edu/eoc/resources/forStaff.html
- Disability Resources for Students  
  www.rochester.edu/eoc/resources/forStudents.html
- Disability Resources for Visitors  
  www.rochester.edu/eoc/resources/forVisitors.html
- Disability Resources for Related to Teaching Students with Disabilities  
  www.rochester.edu/eoc/resources/forFaculty.html

*www.miusa.org/ncde/tipsheets/disabilitymodels