



Accommodating Disabilities

Phi Sigma Pi is an inclusive organization that welcomes everyone with a desire to contribute to the fulfillment of our mission to improve humanity with honor. While we are gender-inclusive, our commitment to inclusivity reaches beyond gender to include individuals from different geographical locations, fields of study, backgrounds and experiences and those with disabilities. Here are some things to consider to ensure that your Chapter is inclusive and accommodating to individuals with disabilities during Recruitment and all Chapter events:

Think Broadly

Focus on the person, not their disability. The same dignity, consideration, rights and respect you expect should be applied to everyone.

Ask How You Can Help

Not sure how you can help? Ask before you provide assistance. This includes touching a cane, wheelchair or other device. Acting without permission could cause embarrassment.

Use Specific Language

Be precise, objective and neutral when speaking about disabilities to eliminate biases and stereotypes. For example, it is preferred to say that someone uses a wheelchair rather than that they are wheelchair bound. It's the difference between describing the nature of the disability and describing the person as disabled.

Demonstrate Respect

Respect personal space, which includes canes, wheelchairs, medical devices, etc. Again, the same level of respect expected of others should be shown to individuals with disabilities.

Speak Directly

Should an individual use an aide for assistance, be sure to address the individual, not their aide. Their aide may step in and assist, but addressing the individual is another sign of respect.

Questions to Ask When Planning an Event

- Are the building and room easily accessible?
- Are there any obstructions that may prevent access to auxiliary spaces (restrooms, breakout rooms, etc.)?
- Will any accommodations be needed due to the type or arrangement of furniture in the space?
- Is there good lighting in the space?
- Is there technology available to amplify sound as needed, including playing music, videos or speakers' presentations?
- Do attendees have environmental or food allergies?
- Have the individuals been made aware of the potential for allergens so that precautions can be taken?