

**W** Inclusion is not a strategy to help people fit into the systems and structures which exist in our societies; it is about transforming those systems and structures to make it better for everyone. Inclusion is about creating a better world for everyone. **//**

# Inclusion & Adaptation

## **Principles of adaptation:**

- Adapt only when necessary
- Adapt on an individual basis
- View any adaptations as temporary
- Adapt for congruence
- Adapt for availability

## **Common approaches for including people with disabilities in health and fitness programs:**

- Walking buddy or peer support
- Adaptive equipment
- Materials in alternative formats and inclusive communication
- Inclusion aides
- Staff training in disability awareness
- Creative alternatives and modifications to activities
- Develop partnerships
- Utilize resources (IFC, NCHPAD & more)

# Universal *Design*

*The design of products and environments to be usable by all people, to the greatest extent possible, without adaptation or specialized design.*

## **Key Points:**

- Allows people of varying skill to use programs, facilities, and services
- Communicates necessary information effectively, so it is easy for all users to understand
- Minimizes hazards and adverse consequences
- Takes the law (ADA, Building Codes, ordinances, etc) a step further

## **Principles of Universal Design:**

- Equitable use: Useful/marketable to persons with diverse abilities
- Flexibility in use: Accommodates wide range of abilities
- Simple and intuitive use: Use of design is easily understood (cognitive, visual, language, physical abilities)
- Tolerance and error: Minimum hazards and adverse consequences of unintended actions
- Low physical effort: Used efficiently/ comfortably with minimum fatigue
- Size and space for approach and use: Size and space appropriate for approach, reach, manipulation, and use regardless of user's body size, posture, and mobility
- The design of products and environments to be usable by all people, to the greatest extent possible, without adaptation or specialized design.



# Basic Etiquette

## *When interacting with individuals with disabilities*

- Apply same principles, considerations, and respect with everyone.
- Establish open communication about abilities and limitations.
- Use person-first language.
- Consult with others when you need additional information on a specific condition.
- Offer information in alternate formats.
- Do not be overprotective
- When interacting, speak directly to the individual with a disability, not caregiver, companion or interpreter.
- Let individuals make their own decisions regarding abilities.
- Never assume that assistance is needed. It is polite to offer but wait for reply before acting. If accepted, wait to be directed.
- Respect clients' assistive devices (canes, wheelchairs, etc.) as personal property. Unless given specific permission, do not move, play with, or use.
- Be considerate of extra time needed to transfer between machines or complete routine.
- Experiment with different exercise equipment and types.
- *Never assume.*  
ie. Not everyone with a mobility issue uses a wheelchair. Many disabilities are hidden (learning differences or balance difficulties) so get to know the person first.
- If uncertain about what to do, ask. Most would rather answer questions than be in an uncomfortable situation.

