

Speaking negatively about disabled people in front of someone with a disability and then saying “Oh I didn’t mean you”

Asking someone who is neurodivergent to “Keep to the point” in a meeting, or telling them “You have five minutes”

“Why don’t you understand? It’s easy!”

“Oh, you have Aspergers syndrome - so you don’t have a real disability!”

“But you can walk – why do you need a wheelchair?”

“They’re definitely on the spectrum”

“They’re different”

“Are you dyslexic? You seem perfectly normal to me”

“Have you tried this remedy or this medication/exercise - it worked for a friend/family”

“I’m so OCD about my desk”

“But you were alright yesterday, what’s wrong today?”

“They’re so rude”

“Oh she’s off again. Probably because of her condition – you know what she’s like”

Asking “What’s actually wrong with you?” or “Oh, no, what happened to you?”

“Oh, you can do that, too?”

Saying “Wow, I am so autistic today” or “Ugh, I can’t read, I’m totally dyslexic”

Saying “Oh you look so normal” or “You don’t look disabled!”

“Shall I help you with that? Here let me do it for you”

Saying “Oh, wow, you’re such an inspiration, look what you’ve achieved” or “You’re so resilient, despite your disability you’ve achieved something!”

“She’s really stand-offish”

“How do you cope? Life must be difficult for you”

“Can you check prescriptions accurately when you’re dyslexic?”

“Are you drunk again?”

Saying “I don’t know how you do it” or “I could never deal with that” or “I would hate to be you”

“Oh, sorry am I boring you?”

Disability Related Microaggressions

Disability related microaggressions are a form of discrimination and ableism.

We’ve collected some examples of disability related microaggressions, with an explanation of why these comments or questions can be offensive, insulting or insensitive.

