

Why doesn't NCPD publish a **LIST OF DISABILITIES?**

According to the White Paper on The Rights of Persons with Disabilities -

"The WPRPD does not attempt to define disability per se, but rather recognises disability as an evolving concept. Disability is imposed by society when a person with a physical, psychosocial, intellectual, neurological and/or sensory impairment is denied access to full participation in all aspects of life, and when society fails to uphold the rights and specific needs of individuals with impairments. Persons with disabilities experience three main types of interrelated barriers:

- *social (including high cost, lack of disability awareness, and communication difficulties);*
- *psychological (such as fear for personal safety); and*
- *structural (including infrastructure, operations and information)."*

Therefore, in order to understand disability, we must also understand impairment. Again, the WPRPD states that –

"An impairment is a perceived or actual feature in the person's body or functioning that may result in limitation or loss of activity or restricted participation of the person in society with a consequential difference of physiological and/or psychological experience of life."

Categories of impairment

As per the definition of disability, there are 5 impairments. Here are some of the conditions falling into each category -

CATEGORY	IMPAIRMENT
Physical	Amputation Quadriplegia/Paraplegia Stroke MuscularDystrophy etc.
Sensory	Deaf Blind Visual Impairment Hearing impairment Deafblind
Intellectual	Down Syndrome Cerebral Palsy Foetal Alcohol Syndrome etc.
Psychosocial	Depression Schizophrenia Bipolar Mood Disorder etc.
Neurological	Epilepsy Autism Multiple Sclerosis Alzheimer's & Parkinson's

* Some impairments could be placed in more than one category, such as Cerebral Palsy which could be categorised as physical and intellectual impairment depending on the level of impairment.

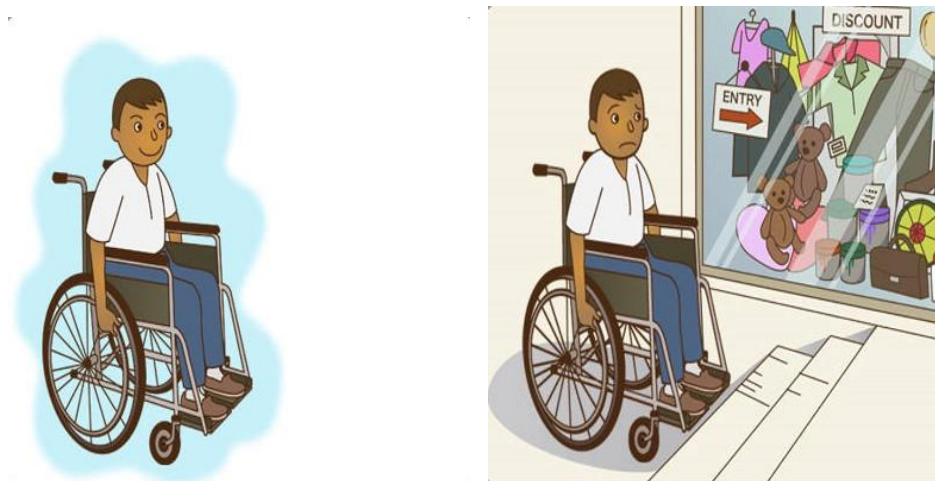
So simply having an impairment does not automatically mean the person can be classified as having a disability. An impairment is a fact; it is something that has happened to the body which cannot be changed. Disability happens to the person when society puts barriers in their way, fails to uphold their rights or does not provide reasonable accommodations.

When does impairment become disability?

Someone who wears spectacles has a visual impairment but there is no barrier in society that prevent them from participating in activities on equal basis as others. However, once that

person's eyesight worsens to the point that they require a white cane or a guide dog, society's barriers begin... guide dogs that are not permitted entry to restaurants, traffic lights without auditory warning sounds, and many others.

Similarly, someone who uses a wheelchair has an impairment but whether they can be regarded as having a disability depends on their surroundings and the way in which others treat them.



Impairment vs Disability

If this topic interests you, please contact us for Disability Equity Training to find out more about disability!

WHO ARE THE PRESENTERS?

The training is conducted by persons with various impairments with workplace and training experience. The training includes slideshow presentations and practical interactions with participants.

DURATION OF DET TRAINING SESSIONS

Approximately 3 hours per session (negotiable).



NCPD DISABILITY EQUITY TRAINING CONTACTS

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