



Cognitive Disability Considerations



Cognitive disabilities include a variety of conditions affecting cognitive ability. Here are a few examples of cognitive disabilities:

- Dementia
- Down Syndrome
- Williams Syndrome
- Phenylketonuria (PKU)
- Fetal Alcohol Syndrome
- Traumatic Brain Injury (TBI)
- Congenital anomaly
- Autism Spectrum Disorder (ASD)



Interaction Tips

- ✓ **Show respect, kindness, and open-mindedness.**
- ✓ **Speak in clear, concise sentences.** Do not shout, use exaggerated mouth movements, mimic, or speak in an unnatural manner.
- ✓ **Be patient** while the person is communicating – allow them as much time as they need.
- ✓ **Check your understanding and ask questions** if you need clarification. Don't pretend to understand something.
- ✓ **Treat adults with disabilities as you would your peers.** Do not infantilize them, speak down to them, or otherwise treat them like children.
- ✓ **Draw boundaries** – do not ignore someone behaving inappropriately, just as you would not ignore a nondisabled adult behaving inappropriately.