

# ACCESSIBILITY 101

If you don't have funds to pay for accessibility at an event...

*then you can't afford the event.*

If you haven't done captioning or audio description for a video...

*then your video isn't finished and can't be released.*

If your flyer or website can't be read by people with screen readers...

*then it's a draft that can't be shared yet.*

If you are remodeling and can't afford access features...

*then you can't afford the renovation.*

If you prohibit service animals in any area...

*then that space should be closed to the public.*

If your course materials aren't accessible to all students...

*then no students should be using them.*

If you are uncomfortable seeing disabled people at a restaurant...

*then you should leave so everyone else can enjoy their meals.*

If you don't want to hire people with disabilities as employees...

*then you are not qualified to work in a management position.*

If your diversity initiatives don't include people with disabilities...

*then they aren't about diversity.*

If you want people with disabilities to sit in one section at events, be in separate "inclusive" classes, or work in low-paying sheltered workshops...

*then that is called segregation.*

**DISABLED PEOPLE ARE EVERYWHERE.**

**AND SO IS ABLEISM.**

Access is just common sense, good manners, and smart business.

**ACCESS IS A CIVIL RIGHT AND THE RIGHT THING TO DO.**

Rights. Not help. Not considerations. Not special needs. Not pity. Just rights.

