

## Promoting a more Autistic friendly NHS culture – the use of language

- Many Autistic people feel that person first language sends a message that Autism is in some way undesirable and needs to be 'fixed'
- It is triggering for many and adds to their anxiety
- It reinforces ableism
- It is acknowledged that current diagnostic processes are predicated on a model of dysfunction and disability
- Staff should act with sensitivity, self-monitor their speech content and endeavour to use Autistic friendly language
- Below are examples of how you can do this

Current terminology	Neurodivergent friendly terminology
Autistic Spectrum Disorder Autistic Spectrum Condition Autism functional references (high / low) Autism severity references (mild / severe) Aspergers Syndrome Classic autism	Autism
Disability Condition Disorder	Difference
Disability / Impairment	Disadvantage due to difference
Diagnosis	Identification
Awareness (within the context of training)	Understanding and acceptance
Frequently used language	Neurodivergent friendly language
The have Autism They suffer from Autism	They are Autistic