

Disability and Rights for Citizens (DRC) Project

Convention on the Rights of Persons with Disabilities (CRPD)

Glossary

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Council of Canadians with Disabilities (CCD)
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The **glossary's** purpose is to assist participants in the Disability and Rights for Citizens workshops better understand their rights and the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

The descriptions of the terms below have the objective of giving the reader a basic idea of what these words mean. They are not intended as full replacements of the definitions contained in the CRPD or other instruments.

Convention - A convention or **treaty** is an agreement between countries. It contains legal measures which countries that sign and ratify this document agree to put into practice. **The word "instrument" is also used to refer to a treaty.**

Discrimination - Discrimination is treating a person with disabilities differently, in a way that causes him or her disadvantage and is without a necessary reason. The idea of human rights recognizes that every person has equal worth and dignity. Discrimination on the basis of disability happens when persons with disabilities cannot take part in an activity because of barriers that have been created in the environment. For example, it is discriminatory when a person using a wheelchair may not be able to get into a store because of stairs, or a deaf person does not know of a public announcement in a train station. Discrimination happens when something prevents a disabled person from doing an activity. Even if there was no intention to disadvantage a person with disabilities, there is still discrimination. Discrimination also happens when things are not changed so that a disabled person, too, can take part in an activity.

Intersectionality: Intersectionality is a concept which seeks to recognize that some people with disabilities face extra barriers because of their membership in

multiple disadvantaged communities: LGBT, Aboriginal, newcomer, etc. The combination of these different characteristics may cause greater discrimination and barriers. In the CRPD, countries have recognized this problem. In the CRPD, **the idea of intersectionality is expressed as follows: countries are "(p) Concerned** about the difficult conditions faced by persons with disabilities who are subject to multiple or aggravated forms of discrimination on the basis of race, colour, sex, language, religion, political or other opinion, national, ethnic, indigenous or social origin, property, birth, age or other status,".

Progressive Realization - Progressive realization means actions by a country to make sure that persons with disabilities do not experience discrimination and have the services they need. Countries must put in place these actions as their budgets allow it, using their maximum resources.

Reasonable accommodation - Reasonable accommodation means that changes in a job, in a building, in a transportation vehicle or in a school, for example, are made so that a person with a disability can use them. Persons with disabilities have a right to these changes. If these changes have to be made by a person, a group or a business that does not have the money to make them, then they may be excused for a period of time. In Canada, the term "duty to accommodate" is also used and has the same meaning as reasonable accommodation.

Rights - The idea of rights means a legally enforceable set of expectations and measures by countries. CRPD rights mean that Canada and Ontario cannot treat persons with disabilities unfairly because of their disability. Canada and Ontario must also take actions to assist persons with disabilities.

Signing - The signing of a treaty means that the state that signs a treaty agrees to respect its purpose and not do anything against it.

States Parties - States Parties means a country that has signed or ratified the CRPD. In this workshop, "States Parties" includes the governments of Canada and Ontario.

Undue Hardship - Undue hardship means the accommodation of the needs of persons with disabilities do not impose too great a burden, for example, on an employer. A reasonable cost to an employer is not an undue hardship.

Universal Design - Universal design means the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. Universal design shall not exclude assistive devices for particular groups of persons with disabilities where this is needed.