



**Speaking negatively about disabled people in front of someone with a disability and then saying “Oh I didn’t mean you”**

**Asking someone who is neurodivergent to “Keep to the point” in a meeting, or telling them “You have five minutes”**

**“Why don’t you understand? It’s easy!”**

- signalling to a neurodivergent individual they’re not understanding because they’re not thinking in neurotypical ways

**“Oh, you have Aspergers syndrome - so you don’t have a real disability!”**

- minimises an individual’s disability and experiences

**“But you can walk – why do you need a wheelchair?”**

- assuming someone is being lazy or using it as an excuse to help mobility if they’re able to walk

**“They’re definitely on the spectrum”**

- Highlighting and making light of neurodivergent behaviour

**“They’re different”**

- describing someone who is neurodivergent in this way implies they are inferior to a neurotypical person

**“Are you dyslexic? You seem perfectly normal to me”**

- assumes all disabilities are physical or visible

**“Have you tried this remedy or this medication/exercise - it worked for a friend/family”**

- assuming someone with a disability wants your advice

**“I’m so OCD about my desk”**

- making casual remarks that trivialise disability

**“But you were alright yesterday, what’s wrong today?”**

- not understanding how individuals health and abilities fluctuate

**“They’re so rude”**

- introversion or characteristics of introversion are not uncommon in neurodivergent people

**“Oh she’s off again. Probably because of her condition – you know what she’s like”**

- minimises someone’s disability

**Asking “What’s actually wrong with you?” or “Oh, no, what happened to you?”**

- signalling there is something wrong with someone with a disability and directly pointing it out regardless of whether they are comfortable sharing

**“Oh, you can do that, too?”**

- assuming someones capabilities due to their disability, such as assuming someone one with a physical disability also has a learning disability

**Saying “Wow, I am so autistic today” or “Ugh, I can’t read, I’m totally dyslexic”**

- making remarks that trivialise the disability

**Saying “Oh you look so normal” or “You don’t look disabled!”**

- should someone with a disability look unwell? You do not decide what counts as a disability

**“Shall I help you with that? Here let me do it for you”**

- assumes helplessness or incompetence, as well as impatience at a slower pace. Applies to both physical disabilities and neurodivergence

**Saying “Oh, wow, you’re such an inspiration, look what you’ve achieved” or “You’re so resilient, despite your disability you’ve achieved something!”**

- patronising and condescending, assumes a person is not normal and was not considered competent enough to overcome hardships

**“She’s really stand-offish”**

- assumes someone is deliberately ignoring you. However, Neurodivergence takes many forms and face-blindness makes social recognition more difficult

**“How do you cope? Life must be difficult for you”**

- makes assumptions about individuals health and wellbeing

**“Can you check prescriptions accurately when you’re dyslexic?”**

- assuming people with a learning difference are incompetent

**“Are you drunk again?”**

- assumes about someone’s behaviour; however, unsteadiness can cause staggering gait

**Saying “I don’t know how you do it” or “I could never deal with that” or “I would hate to be you”**

- assumes someone is ‘suffering’ with their disability

**“Oh, sorry am I boring you?”**

- some medications can cause yawning. As pharmacists, we should recognise drug side effects and behaviours

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# Disability Related Microaggressions

Disability related microaggressions are a form of discrimination and ableism.

We’ve collected some examples of disability related microaggressions, with an explanation of why these comments or questions can be offensive, insulting or insensitive.

