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Test Series

Diversity and Inclusion

Employability Skills

Module 7 - Diversity and Inclusion

How to Behave, Communicate, and Conduct Oneself Appropriately
with All Genders and PwD (Persons with Disabilities)

✓ What is Diversity?

Diversity means accepting and respecting people who are different from us in terms of gender, disability, religion, language, appearance, or background.

✓ What is Inclusion?

Inclusion means making sure everyone feels welcomed, safe, respected, and treated equally, no matter their identity or ability.

🗨️ How to Behave and Communicate with All Genders:

- **Use respectful language:** Avoid jokes or comments about someone's gender or appearance.
- **Avoid assumptions:** Don't assume someone's role or interest based on their gender (e.g., "Boys are better at sports" or "Girls can't fix computers").
- **Use correct names and pronouns:** If someone prefers a certain way to be addressed, respect it.
- **Be supportive:** Speak up if you see someone being teased or disrespected due to gender.

🗨️ How to Behave and Communicate with PwD (Persons with Disabilities):

- **Be kind and patient:** Don't treat anyone as 'less' just because of a disability.
- **Offer help politely:** Ask first - "Can I help you?" - don't assume they need help.
- **Respect personal space and assistive devices:** A wheelchair or a walking stick is part of their personal space.
- **Use simple, clear language** when speaking with someone who may have a learning or hearing disability.

✓ Example Situations:

- If a classmate is visually impaired, **help them read important information** without making them feel embarrassed.

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- If a girl wants to take part in a sports team, encourage and support her, don't say "sports are for boys".

India's Initiatives for Persons with Disabilities (PwD)

1. Rights of Persons with Disabilities Act, 2016

- This law protects the rights of people with disabilities.
- It increased the number of recognized disabilities from 7 to 21, including autism, learning disabilities, and acid attack victims.
- It ensures equal opportunity in education, jobs, and public places.
- Government and private companies must reserve jobs and make spaces accessible.

2. Accessible India Campaign (Sugamya Bharat Abhiyan)

- Launched in 2015 to make public spaces friendly for PwDs.
- It focuses on:
 - Accessible buildings (ramps, lifts, handrails)
 - Accessible transport
 - Accessible websites and technology
- Goal: PwDs should move around easily and live independently

Assignment

1. What does the term "diversity" mean?

- A. Forcing everyone to think the same way
- B. Accepting only people who are similar to us
- C. Respecting differences in gender, ability, religion, etc.
- D. Keeping people with disabilities separate

2. What should you do if someone wants to be called by a different name or pronoun?

- A. Ignore it
- B. Laugh at it
- C. Respect and use their preferred name or pronoun
- D. Tell them to use their real name

3. What is the main aim of the Accessible India Campaign?

- A. Provide free food to PwDs
- B. Make public places, transport, and websites accessible
- C. Teach everyone sign language
- D. Give money to all students

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4. How should you behave with a person with a disability?
- A. Talk loudly so they understand
 - B. Assume they always need help
 - C. Be kind, ask before helping, and respect their space
 - D. Avoid speaking to them

5. What does the Rights of Persons with Disabilities Act, 2016 do?
- A. Stops people from getting jobs
 - B. Gives fewer chances to PwDs
 - C. Protects rights and ensures equal opportunities for PwDs
 - D. Allows teasing of PwDs

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