

### Key Terms

| Term  | Definition   |
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| Dignity of Risk   | The right of the individual to take risks when participating in life experiences and understanding that all experiences may not be positive.   |
| Disclosure  | The act of making a disability known to an employer and/or coworker.<br><br>When and how to disclose is up to each individual person.  |
| Faded Support   | When a team makes the decision to meaningfully and strategically pull back staff support to increase independence.   |
| Faded Support Plan  | A detailed plan that outlines how school based or program based staff are going to fade from the site or out of sight in a strategic way that considers many factors to the individuals continued success without that support in place. |
| Networking  | Building and maintaining relationships in all aspects of life.   |
| Reasonable Accommodations<br>Department of Labor<br><a href="#">Department of Labor Website</a><br><a href="#">Mass.gov</a> | Title 1 of the Americans with Disabilities Act<br><br>Assistance or change to a job or workplace to enable a person with a disability to work.<br><br>Ex: preferential seating, bluetooth headset, accessible furniture.                 |

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| Self Determination  | The belief that an individual has the right to direct their own life.<br><br>*Research shows students who have self determination skills are more likely to be successful in the future. |
| Transferable Skills | Skills that are learned and can be relevant to future jobs.<br><br>Ex: Organization, computer skills, double bagging   |
| Wait Time           | A period time given for an individual to respond or start/end a task.<br><br>This can feel very uncomfortable but is critical  |