

Cambridge University Press 978-1-108-73977-1 — Ableism at Work: Disablement and Hierarchies of Impairment Paul David Harpur Index More Information

## Index

ability differences, 32 actual causes of disablement, 28 autonomy, 25

bending over backwards, 215 bifurcates, 137 biological factors, 87 brutal oppression, 7, 25 business justification, 141

cure, 7, 25

Declaration of Independence, 33
Declaration of Independence for persons with disabilities, 33
defining disability, 86
deserving, 87
direct discrimination, 137
Disability human rights paradigm, 1, 20, 30–38, 81, 108, 121, 128, 181, 184
disability is mitigated, 114
discriminatory practice is justified, 141
disparate impact, 137
disparate treatment, 137, 175

equalization of opportunities, 32 eugenics, 7, 25 excessive hyperindividuality, 215

facially neutral practices, 140

Healthism, 103 human rights agenda, 32 hyper-individuality, 215 impairment prong under the ADA, 96 inclusion, 32 inclusive design, 129 indirect discrimination, 137 Indirect discrimination can be justified, 141 intermittent impairments, 90

justify social exclusion, 141

legitimate aim, 141 legitimised, 140 less favourably, 137 long-term impairments, 92

Marxist critique, 28, 72 medium-term impairments, 101 minority group, 86

minority group approach, 87
mitigated state, 115
mitigated the functional limitations of
impairment, 95
mitigated the functional limitations of
their impairments, 95
mitigating a disability and curing a
disability, 114
mitigating circumstances, 114

narcissists, 215

open definition, 89 oppressed group, 86



Cambridge University Press 978-1-108-73977-1 — Ableism at Work: Disablement and Hierarchies of Impairment Paul David Harpur Index More Information

228 Index

paternalistic, 25 proportionality analysis, 141 proportionate means of achieving a legitimate aim, 141

right to work for persons with disabilities, 34

separate but equal, 31 short-term, 101 short-term and medium-term impairments, 90 social consciousness, 28 social model, 5, 28–29 social model approach, 28 social model tenets, 29 strong social model, 28, 71 Sutton Trilogy, 95

three step unified test, 136 tsocial contract, 25

underlying discriminatory policies and practices, 140 undeserving, 87 universal design, 129 universalist approach, 87 Universalist approach, 86 unnecessary and have no business justification,