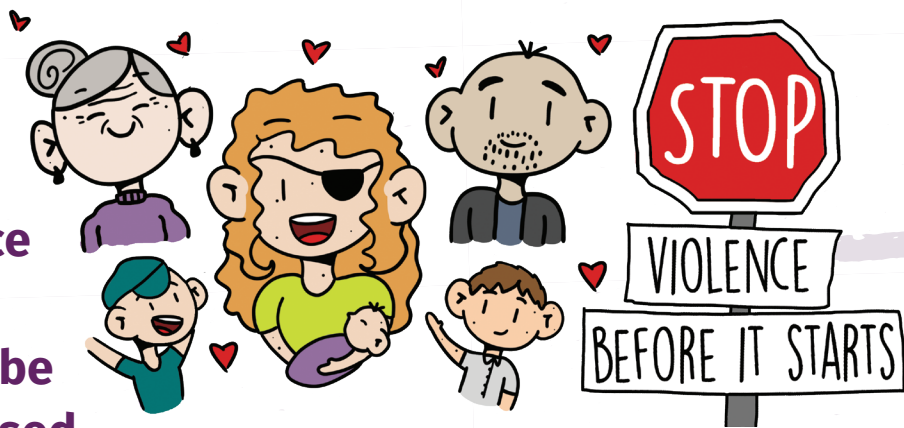


Women with disabilities say...

**Equality is when discrimination and violence are prevented, as sexism and ableism should never be accepted, justified or excused.**



When ableism and gender inequality are not challenged, women with disabilities experience discrimination, exclusion and violence.

### Tips on preventing sexism and ableism:

1. **Educate yourself** about ableism.
2. **Listen to what women with disabilities** say about their experiences and how they want to be treated.
3. **Call out** all acts of **discrimination and unacceptable behaviour** in both public and private life – no matter how small.
4. **Respect** what **women with disabilities** have to say.
5. **Lead by example** and model what you want other people to do.
6. **Have conversations** with your family and friends to challenge gender and disability stereotypes.

We want to **stop physical violence and other abuse and discrimination**, where women with disabilities are treated differently to other women or to men with disabilities.

As women with lived experience of disability, **we know what we're talking about!**

We know what happened to us. When people realise what I can do for myself, given the opportunity, **I feel capable and bold.**

**Gender equality** is the equal status, opportunities, rights and outcomes for people of all genders.

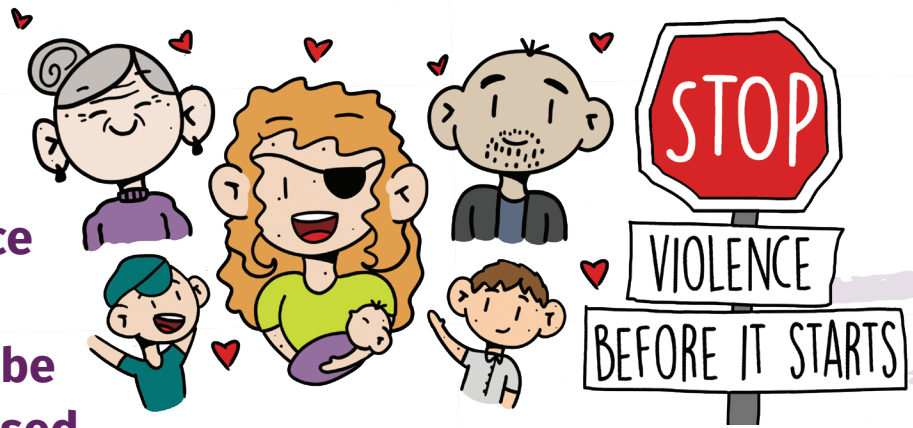
**Sexism** is discrimination based on gender, typically against women.

**Ableism** is the assumptions and behaviours that people without disabilities are better than people with disabilities – leading to discrimination, disadvantage and violence.

Together, **ableism and gender inequality** increase the disadvantages that women and non-binary people with disabilities experience.

Women with disabilities say...

**Equality is when discrimination and violence are prevented, as sexism and ableism should never be accepted, justified or excused.**



## Tips to prevent sexism and ableism in the workplace:

- 1. If you witness ableist and sexist behaviour, take action:** call it out when it happens or follow up later; check in with the person who was targeted.
- 2. Value** the work and input of **women with disabilities** in your organisation.
- 3. Include the experiences of women with disabilities** in designing or reviewing your Code of Conduct.
- 4. Familiarise yourself with your workplace's** Disability Action Plan, Gender Equality and Diversity or Access and Inclusion **Policies: how are they being used?**
- 5. Train your staff:** arrange workshops on preventing violence against women with disabilities.
- 6. Use the 16 Days of Activism** to address sexism and ableism in your organisation!

“  
**Some comments and behaviours** experienced by women with disabilities **may seem like small things:** a bad use of language or a 'joke', being ignored, questioned about my disability car sticker or why I am using the disabled toilet by people I don't know... When there are **multiples** of these **on a daily basis**, they add up and **are difficult to cope with.**  
”

“  
**There is the attitude that** if you are a woman with a disability, you're very lucky to have a partner or a job - whatever happens, **you should put up with it.**  
”

“  
A disability worker used an ableist slur. She refused to apologise and stormed off. When I complained about it to another worker, I was told that it is very stressful to have to work with people who have disabilities.  
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