


# The Ohio State University (OSU) Nisonger Center Fairness Statement

**The OSU Nisonger Center respects differences in people.  
We welcome all people and treat them fairly.**

## Key Words

|                              |   |   |
|------------------------------|---|---|
| <u><b>Discrimination</b></u> | Unfair or harmful treatment of a person or a group of people.   | For example, racism is a type of discrimination based on race.  |
| <u><b>Racism</b></u>         | When people of one race think they are better than people of other races and make rules to have power over them.<br><br>This hurts people of other races and is unfair treatment. | <br><br>Races include African American, American Indian, Asian, Native Hawaiian, and White. |

## **The OSU Nisonger Center Respects All People and Treats Them Fairly**

Racism and other forms of discrimination have a long history.

Discrimination hurts individuals with disabilities and individuals from other groups.

We will work to make Nisonger Center a place of respect for **all differences**,

including:

- Your age
- Your ability/disability

We extend our gratitude to members of the Disability Experience Expert Rehabilitation and Research Training Center on Health and Function for their support on this important statement. We also would like to acknowledge the support of and Paula Rabidoux.



- Your race
- What ethnic group you belong to
- The size and shape of your body
- Whether you were born male or female
- Whether you think of yourself as male, female, both, or neither
- Whether you show yourself to others as male, female, both, or neither
- Whether you date men, women, both, or neither
- What country you were born in
- Your religion, if any
- Your education, job, or income
- Whether you served in the military or not



We will keep learning how to fight racism *and* discrimination in our personal lives.

We will keep working to make our center *and* community a place of respect **for all**.

The OSU Nisonger Center will **ACT**:

- **A**dvocate for fair treatment of all people in our teaching, research, and service.
- **C**ome together to welcome and include staff, students, and community members from different backgrounds.
- **T**rack how we are doing to respect differences in people. Check how we are doing to welcome all people and treat them fairly.

We extend our gratitude to members of the Disability Experience Expert Panel of The Ohio State University Rehabilitation and Research Training Center on Health and Function for People with ID who provided valuable insight on this important statement. We also would like to acknowledge the support and efforts of Andrew Buck, Jillian Ober, and Paula Rabidoux.



Learn more at The OSU Wexner Medical Center's Anti-Racism website:

<https://wexnermedical.osu.edu/about-us/anti-racism-initiative>



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