



Understanding and Accommodating Physical Disabilities: The Manager's Desk Reference

Dorothy Shrout

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A wide variety of medical conditions that qualify as disabilities under the Americans with Disabilities Act are explained in accurate, non-medical terminology. The book clearly details how the condition is acquired, what happens in the body to create the disability, how the person may look or act, what social accommodations are necessary and helpful, as well as guidelines for adapting the environment. This book's unique approach to disabilities will make anyone more comfortable when interfacing with a person who has a disability.

People with disabilities are gaining access to jobs, education, recreation, and other facets of everyday life that able-bodied people take for granted. Legally the barriers are down, but psychologically and sociologically, the barriers are still in place. With this book, knowledge replaces uncertainty. Designed as an easy reference book, each medical condition is treated independently so the reader only needs to spend a few minutes to gain insight on a particular condition. Also included are a background chapter on anatomy, accommodating disabilities, and interrelating with someone who has a disability.

This unique book provides a concise yet comprehensive examination, in non-medical terms, of a wide range of physical disabilities. The book emphasizes the source of the condition, the effects on a person's lifestyle, physical appearance, prospects for recovery or remission, psychological and social accommodation as well as environmental accommodations. It is an excellent reference for anyone who may come in contact with a person who has a physical disability, including human resource personnel, teachers, therapists, and people who deal with the general public.

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