



Over 30 years of excellence

**Step By Step, Inc.**

Opening the doors to  
independence and opportunity

[www.stepbystepusa.com](http://www.stepbystepusa.com)

**SPREAD THE WORD  
TO END THE WORD  
03.31.09**

**STEP BY STEP STAFF ARE LEARNING AND GROWING.  
WE WILL STOP USING THE WORD “RETARDED”.**

**“Spread the Word to End the Word” is a National event to raise awareness of the hurtful effects of the word “retard(ed)” and encourage people to pledge to stop using it.**

**Step By Step is making this pledge and will stop using the term “mentally retarded” to describe the disability that effects more than 2.5 million people in the United States.**

**STEP BY STEP WILL OFFICIALLY BEGIN USING THE TERMS INTELLECTUAL DISABILITY AND INTELLECTUALLY DISABLED WHEN REFERRING TO INDIVIDUALS WITH THIS DISABILITY.**

***When Words Matter***

The Agency’s Board of Directors, Administrative and Management staff recognize that the word “retarded” is archaic and have agree to stop using words that hurt and pledge to use the new terms with reference to people.

Please begin using these new terms and encourage staff, families and other professionals to use words that show respect, professionalism and sensitivity.



**PLEDGE TO BEGIN USING THE NEW TERMS  
OFFICIALLY ADOPTED BY STEP BY STEP INC.**

**Intellectual Disability - Intellectually Disabled**