

WHAT IS DWARFISM?

Dwarfism is a medical or genetic condition that usually results in an adult height of 4'10" or shorter. Although there are over 400 types of dwarfism, achondroplasia is the most common type, featuring disproportionately short arms and legs. Each type of dwarfism presents its own unique set of characteristics, ranging from various heights to different orthopedic needs.

WHAT IS LPA?

Little People of America, Inc. (LPA) is a national non-profit organization that provides support and information to people of short stature and their families. Established in 1957, LPA now has more than 8000 members across the United States and other countries.

Along with providing educational and medical support to people with dwarfism, LPA's awareness campaigns and advocacy efforts strive to positively impact the lives of those living with dwarfism. Our members range from newborns to senior citizens, both little people and average height individuals. Dwarfism spans all religions, ethnicities, and economic levels. All are welcome!

EMPOWERMENT AWARENESS COMMUNITY

This brochure is intended to provide information to increase employers' understanding of the culture and needs of people living with dwarfism. It addresses common misunderstandings about dwarfism, and assists employers with making their employees feel more comfortable.

LPA MISSION

LPA is dedicated to improving the quality of life for people with dwarfism throughout their lives, while celebrating with great pride little people's contribution to social diversity. LPA strives to bring solutions and global awareness to the prominent issues affecting individuals of short stature and their families.

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WHAT EMPLOYERS SHOULD KNOW ABOUT DWARFISM



LITTLE PEOPLE OF AMERICA
Empowerment • Awareness • Community

DWARFISM AND SUCCESS

In general, people with dwarfism are not hindered by their short stature in achieving their goals. The LPA community has seen its members become doctors, nurses, teachers, actors, IT professionals, call center agents, geneticists, paralympians, and the list goes on.

People with dwarfism are known to be creative since they often have to adjust to an average-height world that is not built for them. They look at problems and are able to creatively find solutions that their average-height peers may not have considered. Additionally, hiring a person with a disability such as dwarfism will signal to others that your organization is inclusive and is accepting of diverse individuals.

DWARFISM AND ADVOCACY

Many advocates in the dwarfism community take pride in dwarf culture and are constantly looking for ways to advocate for themselves and their community. Some efforts are centered around educating the public about the "M" word. In addition, being treated with dignity and equality, as well as the right to accessible healthcare, ADA, and more, are important advocacy issues.



PREFERRED TERMINOLOGY

The preferred terminology, when it comes to dwarfism, varies from person to person. However, most agree that the word "midget" is considered highly offensive to people with dwarfism. In the US, terms such as Little People, LP, person of short stature, or person with dwarfism are all acceptable.

The term "dwarf" is generally accepted by most people with dwarfism. However, whenever you reference someone, "he is a dwarf" is not acceptable; "he is a person with dwarfism" is more appropriate. Nevertheless, it is understood that most people with dwarfism would rather be referred to by their name.

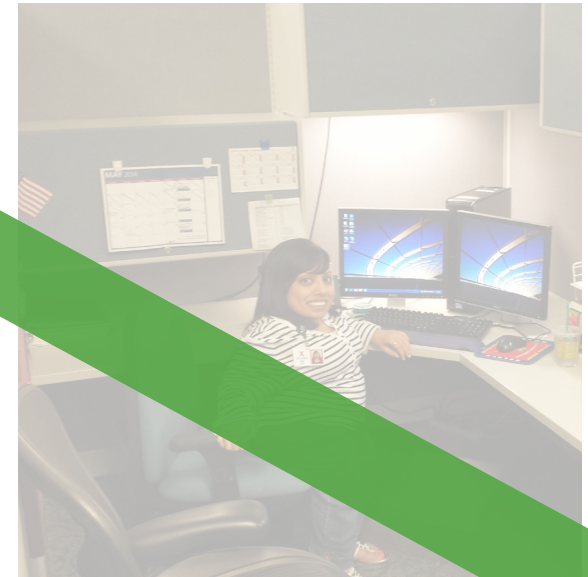
WORKPLACE ACCOMMODATIONS

If you decide to hire a person with dwarfism, congratulations! Many little people are able to be gainfully employed with little to no accommodations.

The most common request is a step stool to access items out of their reach. A little person using a mobility aid may need access to disability accessible parking for their ramp vehicle, or a shorter individual may require a chair that is lower to the ground.

Each individual with dwarfism will have different needs, so it's important to have an interactive dialogue upon hiring your new employee. Keep the lines of communication open and positive, as your new hire may feel vulnerable sharing their specific needs with a new employer.

If you need guidance on fulfilling accommodation requests, LPA has a list of resources on its website for additional recommendations.



FACTS ABOUT DWARFISM

- Dwarfism occurs in ALL races and ethnicities at roughly the same incidence.
- Approximately 80% of people with dwarfism have average-height parents and siblings. Also, people with dwarfism can have average-height children.
- People with dwarfism are usually no taller than 4 feet 10 inches.
- Some little people use mobility aids, such as scooters, wheelchairs, and/or canes.
- Dwarfism is not a disease requiring a cure. Most people with the condition live long and fulfilling lives.
- Dwarfism is considered a disability, and therefore protected under the Americans with Disabilities Act (ADA) from discrimination.
- October is recognized as Dwarfism Awareness Month, where we can share and celebrate our dwarf pride.
- In the dwarfism community, the word "average" is used instead of the word "normal".
- A person with dwarfism can do just about anything an average height person can, just sometimes in a different way.