



Your Life, Your Rights: Fair Treatment Rights (Anti-discrimination)

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Rhode Island
Department of Behavioral
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Title: Your Life, Your Rights: Fair Treatment Rights (Anti-discrimination)

Image: a group of people of different ages, genders, and races.

Talking points:

Presenters are:

1. Kelly Donovan, Peer Resource Specialist, Advocates in Action
2. Amethys Nieves, Division of Developmental Disabilities

In this session we are going to talk about the rights you have to be treated fairly and be happy.

Rights are privileges everyone in our country has. They are not things that only certain people have that makes them better or more powerful than others. Rights come from laws.

Your life matters. It is important for you to know what your rights are so you can protect them.

Class rules

Here are some **helpful virtual class rules**:

- Be prepared and ready to learn
- Respect everyone in the group
- Speak up and participate
- Stay focused
- Take care of Yourself
- Have fun and be yourself!



Title: Class Rules

Image: a person taking an online class, raising their hand

Talking points: Here are some helpful virtual class rules:

1. Be prepared and ready to learn: Have your materials nearby. Make sure your device is charged. Find a quiet place where you can focus.
2. Respect everyone in the group: Listen when someone is speaking. Be kind and patient with others. Use polite words and gestures. This also means protecting one another's privacy. If you are sharing a story, try not say any names. If someone else is sharing, try not to repeat it outside of this class.
3. Speak up and participate: Share your thoughts in a way that works for you—talking, typing in the chat, or using reactions. Ask questions when you need help. It's okay to take your time to answer! You don't have to share if you don't want to. If you do want to share, please know that this session is being recorded. Please be careful about what you share and try not to share personal details.
4. Stay focused and on-task: Try to avoid distractions. Keep phones and other devices off unless they're needed. Follow along with the lesson and activities. Stay muted when you're not speaking to help keep background noise low.
5. Take care of yourself: If you need a break, let us know. Use headphones or closed captions if you need to. Feel free to use a fidget tool or move around as needed.
6. Have fun and be yourself! Virtual learning should be engaging and comfortable for everyone. Be yourself, share ideas, and enjoy learning with others!

Welcome ice breaker!

Let's get to know each other!
What is your favorite cartoon character and why?
(You can only pick 1)



Title: Welcome! Ice Breaker!

Image: a group of people getting to know one another.

Talking points: What is your favorite cartoon character and why. You can only pick 1.

What you will learn today

All about fair treatment rights:

- Words to know
- What fair treatment rights are
- Why they matter
- How to stand up for your rights
- Where to learn more



Title: What you will learn today

Image: a group of people with different abilities, genders, and races sitting.

Talking points: Today, you will learn about **fair treatment rights**.

We are going to start by telling you what your rights to fair treatment are and why they matter.

Then, we are going to play a fun game to help you learn more about your rights.

The last thing we will share with you is where you can learn more about your rights.

Words to know



Discrimination = excluded, unequal, unfair

Anti-discrimination = included, equal, fair

Title: Words to know

Image: 3 people from behind. They have their arms wrapped around each other near the words "fight for equality"

Talking points: There are a few words you should know as we get started

1. **Discrimination** is treating people different because of who they are. This includes where they are from, what they look like, what they believe in, and what they sound like. The different treatment is often bad. Discrimination is against the law.
2. **Anti-discrimination** is treating all people fairly no matter who they are. This is equal treatment no matter what.

These are big words. We wanted to share them with you in case you come across them later in your daily life. Chances are, you already know these words.

1. Discrimination is also known as the words excluded, unequal, and unfair.
2. Anti-discrimination is the opposite. It is known as words like included, equal, and fair.

Your rights to fair treatment (part 1)



Race: The color of your skin and your facial features.

Religion: What you believe in, worship, and practice.

National Origin: The country you were born in or your accent and looks.

Title: Your rights to fair treatment (part 1)

Image: profile pictures of people of different ages, races, and genders.

Talking points: You have the right to fair treatment no matter your:

- **Race:** The color of your skin and your facial features.
- **Religion:** What you believe in, worship, and practice.
- **National Origin:** The country you were born in or your accent and looks.

Report discrimination



Contact the Rhode Island Commission for Human Rights by phone at (401) 222-2661 or by visit their website at www.richr.ri.gov.

Title: Report discrimination

Image: papers going inside a file.

Talking points: You can report discrimination.

To report discrimination, contact the Rhode Island Commission for Human Rights by phone at (401) 222-2661 or by visiting their website at www.richr.ri.gov.

Why do fair treatment rights matter?

You have the right to be treated well and fair.
Your life and dreams matter.



Title: Why do fair treatment rights matter?

Image: Group of people holding signs that say, "every human has rights"

Talking points: Why do fair treatment rights matter?

These rights help make sure people with **intellectual and developmental disabilities (I/DD)** get the same opportunities and support as everyone else. They protect against unfair treatment and discrimination.

They matter because you have the right to be treated well and feel safe. Your life and dreams matter.

Let's play a game

Step 1:

We will share a real-world example people may experience.

Step 2:

You will decide if the example is legal or not by answering "true" or "false."



Title: Let's play a game

Image: Two signs. The first has an x-mark and the other has a checkmark.

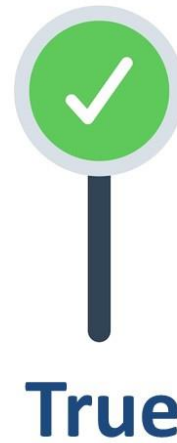
Talking points: Now we are going to play a game. There are two steps for the game:

1. We will share a real-world example people may experience.
2. You will decide if the example is legal or not by answering "true" or "false."

Round 1

Example:

It is against the law to treat someone different because of what they look or sound like.



Title: Round 1

Talking points: The example is: It is against the law to treat someone different because of what they look or sound like.

Is this true or false?

You're right! The answer is True.

- **Image:** Sign with a checkmark.

Round 2

Example:

It is okay if your support staff does not let you make a family recipe because it is not American food.



False

Title: Round 2

Talking points: The example is: It is okay if your support staff does not let you make a family recipe because it is not American food.

Is this true or false?

You're right! The answer is False.

- **Image:** Sign with a x-mark.

Round 3

Example:

It is okay that your support staff does not take you to the church you want to go to.



False

Title: Round 3

Talking points: The example is: It is okay that your support staff does not take you to the church you want to go to.

Is this true or false?

You're right! The answer is False.

- **Image:** Sign with a x-mark.

Round 4

Example:

It is not okay for your boss to offer trainings to everyone else but you.



True

Title: Round 4

Talking points: The example is: It is not okay for your boss to offer trainings to everyone else but you.

Is this true or false?

You're right! The answer is True.

- **Image:** Sign with a checkmark.

How to stand up for your rights

1. Know your rights.

Learn about the laws that protect people with disabilities.

2. Speak up.

If you or someone you know is treated unfairly, tell someone you trust.

3. Ask for support.

There are groups that help people understand and protect their rights.



Title: How to stand up for your rights

Image: a group of people with signs that say "stop," "fight for your right," and "stop right now."

Talking points:

1. **Know your rights.** Learn about the laws that protect people with disabilities.
2. **Speak up.** If you or someone you know is treated unfairly, tell someone you trust. This can be a person in your life, an advocate, or organization.
3. **Ask for support.** There are groups that help people understand and protect their rights.

Where to learn more



Visit the [Division's website](#).

[Sign-up for the Division newsletter](#).

Visit local agencies, disability rights organizations, and advocacy groups.

Talk to other people with lived experience.

Title: Where to learn more

Image: Person with headphones reading and writing.

Talking points: To wrap up this session we are going to tell you where you can go to learn more about your rights.

- You can visit the [Division's website](#). We have a webpage that has flyers and guidebooks for the Your Life, Your Rights program.
- Another resource is the Division newsletter. You can sign up for the newsletter online. The newsletter is sent in an email every month.
- You can also visit:
 - **Local agencies**, like [Advocates in Action](#) or the [Arc Rhode Island](#). These are places that support people with disabilities and their families.
 - **Disability rights organizations**, like Disability Rights Rhode Island. These are places that work to protect disability rights and provide legal help.
 - **Advocacy groups**, like the [American Civil Liberties Union \(ACLU\) Rhode Island](#). These are places that offer resources and ways to take action.
- Last, you can talk to other people with lived experience. This can be friends, family, other people in your support team. We all have something we can learn from each other.

Let's learn from you



1. Can you share a time you felt included?
2. Why is it important to treat others fairly?
3. What advice can you share with others when they feel left out or treated unfairly?

Title: Let's learn from you

Image: 3 people. One person is thinking. The second person has their arms raised and is making a heart with their hands. The third person is giving a thumbs up.

Talking points: Speaking of learning from each other, we want to take a few minutes to learn from you. Here are some questions we want to ask you:

1. Can you share a time you felt included?
2. Why is it important to treat others fairly?
3. What advice can you share with others when they feel left out or treated unfairly?

The End



Title: The end.

Image: a person smiling near a sign that says, "thanks for your attention."

Talking points: Thank you all for joining us today. We hope you enjoy the rest of your day.