

INCLUSIVE LANGUAGE – TALKING ABOUT AGE

translation	NON-inclusive form	inclusive form	example
osoba starsza	senior/elderly/ the aged	older adult/ older person	The older person gave valuable advice based on years of experience.
osoba poniżej 18 r.ż.	youth	child/young person	The young person brought a fresh perspective to the team's project.

INCLUSIVE LANGUAGE – TALKING ABOUT ETHNICITY

translation	NON-inclusive form	inclusive form	example
Romowie	Gypsy	Roma/Romani	The Romani have a rich cultural heritage and celebrate it through traditional music.
osoba rdzennego pochodzenia	native	indigenous person	Here it is possible to meet indigenous people of this country.

INCLUSIVE LANGUAGE – TALKING ABOUT LGBT

translation	NON-inclusive form	inclusive form	example
para/małżeństwo	wife and husband	couple / marriage	The couple decided to adopt a child.
akceptacja	acceptance	tolerance	A lack of tolerance is a significant issue with sensitive topics.
prawa osób LGBT	homosexual rights	LGBT Rights	Many countries don't respect LGBT Rights.
osoba interpcjiowa	hermaphrodite	intersex	Intersex is born with physical sex characteristics that don't fit typical definitions of male or female bodies.
osoba homoseksualna	homosexual	LGBTQ+	He hid for a long time that he was LGBTQ+.

INCLUSIVE LANGUAGE – TALKING ABOUT HEALTH

translation	NON-inclusive form	inclusive form	example
osoba z zaburzeniem słuchu	the deaf/hearing impaired/deaf and dumb/deaf and mute	person with a hearing disability / person who is hard of hearing / person who is deaf	There are many special organizations that make life easier for people with hearing disabilities.
język migowy	signed language	sign language	I look with admiration at people communicating through sign language.
osoba z zaburzeniem wzroku	the blind/ partially-sighted	person who is blind / person with a vision disability / person with a visual impairment	My friend who is blind has great musical hearing.
(osoba) z niepełnosprawnością ruchową	crippled/invalid/ deformed/ wheelchair bound	with a physical disability / with a mobility impairment / wheelchair user	My neighbor is a person with a physical disability but has recently started going to rehabilitation.
(osoba) z niepełnosprawnością	handicapped	with disability / with impairment	Sadly, for a person with disabilities, money is much more difficult to come by.
choroba psychiczna	mental illness	psychiatric disability	People with psychiatric disabilities sometimes can't cope with their emotions.
niepełnosprawność intelektualna	mental retardation	cognitive disability / intellectual disability / learning disability	My cousin is a person with intellectual disabilities, so he went to a special school.
osoba z depresją	depressive person	person with depression / person who has depression	People with depression often struggle with negative thoughts.
osoba w spektrum autyzmu	Autistic	person on the autism spectrum	My colleague is on the autism spectrum and in school it was hard for him to communicate with his peers.
osoba z ADHD	ADHD sufferer	person with ADHD	A person with ADHD may have a unique perspective and approach to problem-solving.
osoba z dysleksją	dyslexic	person with dyslexia	Many people with dyslexia develop innovative ways to process information.

translation	NON-inclusive form	inclusive form	example
osoba z doświadczeniem migracji	migrant	person who migrates	People who migrate can face significant challenges as they adapt to new environments and cultures.
osoba z doświadczeniem uchodźstwa	refugee	person who is looking for protection and safety	He is a person who is looking for protection and safety, because war broke out in his country.
osoba z doświadczeniem migracji o nieuregulowanym statusie	Illegal immigrant	undocumented person	Undocumented people have the right to access basic human services

INCLUSIVE LANGUAGE - TALKING ABOUT SOCIOECONOMIC STATUS

translation	NON-inclusive form	inclusive form	example
osoba w kryzysie finansowym	poor	person who is experiencing poverty	Many people from all around the world are organizing funds to help people for experiencing poverty
osoba szukająca zatrudnienia	unemployed	person who is seeking employment	This career program is aimed at helping people seeking employment.
osoba osiągająca niskie dochody	low-wage worker	a person who earns low wage	More concrete actions should be taken to improve conditions for people earning low wage
osoba pozostająca poza sferą edukacji	uneducated	a person with limited access to education	In some part of the world there are still many people with limited access to education

OTHER

translation	inclusive form	example
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samodzielny rodzic	lone parent	It's also very difficult, financially being a lone parent at work.
ludzie	people/individuals	I've never seen so many people.
ono (zaimek neutralny płciowo)	they (them, their)	You can come with your partner, because I haven't met them yet.
tożsamość płciowa	gender identity	Gender identity is how individuals perceive and express themselves, regardless of their biological sex.
orientacja seksualna	sexual orientation	He kept his sexual orientation a secret for many years.
osoba transpłciowa	transgender person	A transgender person may choose to transition to align their physical appearance with their gender identity.
osoba niebinarna	non-binary person	A non-binary person might use different pronouns, such as they/them, to reflect their gender identity.
związek partnerski	domestic partnership	They haven't married each other yet so they are a domestic partnership.
małżeństwo osób tej samej płci	same-sex marriage	There is a debate over the impact of same-sex marriage upon families and children.
różnorodność kulturowa	cultural diversity	The region had been an important source of cultural diversity.
wózek osoby z niepełnosprawnością	wheelchair	My wife won't need a wheelchair when she moves into her new home

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