

Let's talk about microaggressions

A microaggression is an intentional or accidental comment or action that negatively targets a marginalised group of people. Here are some common examples which can harm colleagues with a disability or chronic illness.

"We all get aches and pains"

"Ugh, I can't spell. I'm totally dyslexic today"

"Nice to see some of us get a break"

"You don't look ill/disabled"

"Stop going on about it!"

"You are so brave"

"Wow, I could never deal with that"

"I know someone like you"

Remember to focus on the **effect** your words and actions can have on others – your **intentions** are not the only thing that matter

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www.bva.co.uk/goodworkplaces



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