



# Disability vs. diagnosis

I mentioned last month that we had been doing a fair bit of consulting lately, and one of the repeated topics we are asked to weigh in on is how to establish fair and transparent criteria for disability compensation or accommodation. There is considerable controversy about the need for medical documentation when providing benefits or resources. Some say it is essential -- otherwise how do we ensure that the limited pot of resources stretches to meet the needs of all those with legitimate claims? Others say that requiring medical documentation unduly medicalizes disability, and denies the autonomy and dignity of disabled claimants. The answer is simple, as long as we focus on DISABILITY rather than on diagnosis.

For the full rationale, [click here...](#)

