

# Supplemental Material: Writing Clearly and Concisely

## Reducing Bias by Topic

### 3.15 Disabilities

The term *disability* is not a static one but is the result of a person–environment interaction. The less supportive the physical and social environment, the greater the amount of disability (e.g., steps, discrimination; Institute of Medicine, 1997).<sup>1</sup>

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<sup>1</sup>Institute of Medicine. (1997). *Enabling America: Assessing the role of rehabilitation science and engineering*. Washington, DC: National Academies Press.