

SECTION F: HEALTH, SAFETY AND WELLNESS	POLICY NAME: PROTECTING INDIVIDUALS RIGHTS
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Rights of individuals participating in services from Community Living Grimsby, Lincoln and West Lincoln

1. The Right to be safe.
2. The Right to have relationships.
3. The Right to privacy.
4. The Right to say “no”.
5. The Right to make decisions.
6. The Right to respectful support.
7. The Right to grow.
8. The Right to self advocacy.
9. The Right to take risks.
10. The right to access.
11. The Right to be proud of who I am.
12. The Right to dream.

1. POLICY:

- 1.1 Community Living Grimsby, Lincoln and West Lincoln is an organization that strives for the inclusivity of all people it supports within the agency as well as in the community. The organization understands the importance of supporting individuals in all activities which include where they are employed, places of recreation & social events, cultural & religious events.
- 1.2 The organization understands the importance of individuals creating goals through person centered plans or individual support plans as well as the attainment of those defined goals within organization and community based settings.
- 1.3 All staff will be informed of the individuals’ rights when being supported by the agency throughout their orientation, training and annual refresher.
- 1.4 All staff should approach their team leader or program supervisor should there be questions around issues of individual rights and freedoms within the agency.
- 1.5 It is important that if an individual’s right appear to be infringed upon immediate attention is directed to the team leader, program supervisor or executive director. Community Living, Grimsby, Lincoln and West Lincoln will not tolerate the disregard of an individual’s rights based on their disability or level of ability.
- 1.6 All individuals supported by the organization will receive annual training and education regarding their rights. This training will be presented at a level that is understood by each individual.

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- 1.7 Community Living understands the rights for individuals they support to have accessible and user friendly information. This is so individuals can make decisions regarding various community-based activities, especially those activities listed in their individual support plans or person centered plans. The organization also acknowledges that the individual has the right to take risks as a part of a new experience or life lesson.
- 1.8 However, should risks pose danger toward the individual or others, the organization will have a Rights Review Committee to act as a resource by reviewing all known restrictions and limitations placed on an individual receiving services or supports from the agency. The Committee will recognize that restrictions may be necessary when a person's actions result in the harm of themselves or others. This includes actions and behaviours that are offensive to others. For example: drinking alcohol while on medication, restricted access to food, money
- 1.9 The reinstatement of an individual's rights will always be the goal of the Committee.
- 1.10 The Committee will provide due process for individuals by reviewing decisions made regarding rights limitations or restrictions. The Committee will review consents that have been obtained for a restriction, will ensure risk analysis has been completed for all restrictive intervention, will confirm that proper safeguards to maintain safety, dignity and respect for the person requiring a restrictive measure are in place and will monitor emergency procedures such as physical interventions. The Committee will review policies and procedures to ensure that they do not impact on the exercising of individual rights.
- 1.11 The Committee will acknowledge that rights are balanced by respect and responsibility.

2. COMMITTEE MEMBERSHIP:

- 2.1 At least one self-advocate, a member of the community, the Executive Director (or designate), a Program Director, a Supervisor and a front line staff. The supervisor and director should not be from the same department.

3. PURPOSE:

- 3.1 To safeguard and support, in accordance with the Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008 as well as the Canadian Charter of Rights and Freedom and the agency's policies, the human, civil and legal rights of all people receiving services or supports from the agency.

SECTION F:**HEALTH, SAFETY AND WELLNESS****POLICY NAME:****PROTECTING INDIVIDUALS RIGHTS****4. PROCEDURES TO REQUEST A HEARING BEFORE THE COMMITTEE:**

- 4.1 A request is made in writing to a member of the Rights Committee by using the Rights Committee Request Form. The request can be made by an individual receiving our services or by a family member, friend or staff person provided that consent has been given by the individual involved or their legal guardian. If a written request cannot be made, a personal request can be made to the Executive Director. The Executive Director will ask the individual information similar to that on the request form and document the information.
- 4.2 The Executive Director or designate will arrange for a meeting of the Committee within 21 days of receiving the request.
- 4.3 At the meeting, the Committee will review the material presented and/or have the individuals involved, verbally present the information.
- 4.4 The Rights Committee membership will keep minutes of the meeting. The minutes of the meeting will include:
- agreement with the imposition of the rights restriction in whole or in part;
 - disagreement with the rights restriction in whole or in part;
 - recommendations for proposed alternate or additional actions or methods regarding the rights restriction;
 - an adjournment of the hearing for the purpose of obtaining more information.
- 4.5 A recommendation that does not propose complete removal of a rights restriction shall contain a provision for the review of the rights restriction within a period of not more than 12 months.
- 4.6 All matters shall be decided by a majority of the members present.
- 4.7 Copies of the meeting minutes and all deliberations will be provided to the individuals requesting the review.
- 4.8 Additional hearings may be requested if new evidence or additional information becomes available. Additional hearings may also be convened if the committee's recommendations cannot be implemented.