

SCOPE: This policy applies to all people supported, staff, students, and volunteers.

12. Rights and Responsibilities

- **POLICY:** Community Living Grimsby, Lincoln, and West Lincoln is an organization that strives for the inclusivity of all people. In accordance with the Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008, the Child, Youth and Family Services Act, 2017, as well as the Canadian Charter of Rights and Freedoms, the agency's policies, and the human, civil, and legal rights of all people supported will be safeguarded and supported.

Rights of People receiving supports and services provided by Community Living Grimsby, Lincoln and West Lincoln include but are not limited to:

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.

PROCEDURES:

- All staff will be educated about people's rights while being supported by the agency throughout their orientation, training, and annual refresher.
- All people supported by the organization will receive annual training and education regarding their rights. This training will be presented at a level that is able to be understood by each person.
- Information related to rights will be accessible and in various formats to meet the needs of the learner. (i.e. visual, auditory, plain language)
- All staff should approach their Team Leader or Coordinator/Supervisor should there be questions around issues related to people's rights and freedoms within the agency.
- It is important that if a person's right appears to be infringed upon, immediate attention is directed to the Team Leader, and/or a member of the management team. Community Living Grimsby, Lincoln, and West Lincoln will not tolerate the disregard of a person's rights based on their disability or level of ability.
- People supported by the agency will be encouraged and supported to advocate for themselves if they feel their rights have not been respected or have been violated in any way.

- The agency supports a self-advocacy group that meets regularly to address issues related to rights, accessibility, networking etc. The self-advocacy group can be used as a resource by people supported and/or agency staff.
- The organization also acknowledges each person has the right to take risks as a part of a new experience or life lesson. People Supported will be educated and support provided to the person where they elect to take a risk.

RIGHTS RESTRICTIONS

- Rights are balanced by respect, responsibility, risk and the health and safety of a person.
- All known rights restrictions and risks are documented in each persons Individual Support Plan (ISP)/Plan of Care (POC).
- The restriction will be documented outlining what the restriction is and why it is in place.
- Each persons ISP/POC is reviewed on an annual basis at minimum. As a part of this review all restrictions and risks will be reviewed.
- The objective is to eliminate and/or fade all restrictions for a person. Although, it is recognized that some restrictions are required to ensure the health, safety and wellness of a person.
- No restriction can be implemented by a single person they must be reviewed and implemented as a team with a Managers approval. Some restrictions may require input from Senior Management.

Annual review

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| Date Implemented | November 7, 2001 | | | | |
| Date | Aug.12, 2020 | Nov. 17, 2021 | Mar. 3, 2022 | July. 26, 2023 | |
| Reviewed or Revised | Reviewed | Revised | Revised | Revised | |