

Rights and Responsibilities

Manual : Policy Library	Section : Section 9 People Supported	Issued Date : November 7, 2001
Policy Name : Rights and Responsibilities	Policy Number : 9.12	Reviewed/Revised Date : March 15, 2025
		Next Review Date : March 15, 2026

Purpose

Community Living Grimsby, Lincoln, and West Lincoln (the Agency) is committed to fostering inclusivity for all individuals. In alignment with the Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008 and the Canadian Charter of Rights and Freedoms, the Agency ensures that the human, civil, and legal rights of all individuals it supports are protected and upheld.

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.

Procedure

- 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 Manager 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. A rights restriction is any limitation or control placed on an individual's activities, choices or freedoms to ensure their safety and well-being. This can include;

Physical restrictions: Limiting movement through the use of restraints or barriers.

Chemical restrictions: Using medication to manage behavior.

Environmental restrictions: Modifying the environment to prevent access to certain areas or items i.e. door alarms, door locks, cupboard/drawer locks, window coverings to restrict visibility, locking up personal items, declining access to the community, restrictions to use of money

- Physical restrictions (limiting movement through the use of restraints or barriers) and Chemical restrictions (using medication to manage behaviour), require medical/behavior approvals as outlined in Quality Assurance Measures (QAM) 299/10 and are monitored through the Behavior Review Advisory Committee (BRAC).
- Prior to any implementation of a rights restriction all least intrusive supports are to be tried and documented first.
- A restriction should only be used to protect individuals from harm. Restrictions are often subject to strict guidelines and oversight to ensure they are used appropriately and ethically, and should be used in conjunction with a plan to reduce and/or eliminate use, over time. Although, it is recognized that some restrictions are required to ensure the health, safety and wellness of a person.
- If it is determined a rights restriction is required based on the health and safety for a person a rights restriction request form is to be submitted (form on ShareVision).
- The restriction will be reviewed by the senior leadership team and requires approval before implementation. Restriction requests are reviewed by senior leadership once weekly.
- If a restriction is required immediately the form will be filled out and reviewed by at least two senior leadership members for approval.
- All approved rights restrictions and risks are documented in each persons Individual Support Plan (ISP).
- Each persons ISP is reviewed on an annual basis at minimum. As a part of this review all restrictions and risks will be reviewed.