

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 supported within the agency as well as in the community. The organization understands the importance of supporting people in all activities, which include where they are employed, places of recreation and social events, and cultural and religious events.

PROCEDURES:

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.

Rights of People receiving supports and services provided by Community Living Grimsby, Lincoln and West Lincoln are:

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.
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- 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 Freedoms, the agency’s policies, and the human, civil, and legal rights of all people supported from the agency.
 - The organization understands the importance of people 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.
 - All staff will be educated about people’s rights while being supported by the agency throughout their orientation, training, and annual refresher.
 - 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, Coordinator/Supervisor, Director or Executive Director.

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.
- 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. This is so people can make decisions regarding various community-based activities, especially those activities listed in their Individual Support Plan (adult) or Plan of Care (children).
- The organization also acknowledges each person has the right to take risks as a part of a new experience or life lesson. However, should risks pose danger toward the person or others, the organization will have a Rights Review Committee as a resource.

RIGHTS REVIEW COMMITTEE

- The agency Rights Review Committee will review all known restrictions and limitations placed on a person receiving services or supports from the agency. The Committee will recognize that restrictions may be necessary when a person's actions may result in harm to themselves or others (e.g. health and safety, property damage, social cautions)
- The goal of the Committee will always be to look at removing restrictions when and wherever possible.
- The Committee will provide due process for people supported 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 interventions, 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 exercising people's rights.
- The Committee will acknowledge that rights are balanced by respect, responsibility and the health and safety of a person.

Committee Membership: Should include 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 the Director should not be from the same department.

Procedures to Present a Rights Restriction to the Committee:

- 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 a person supported by our services or by a family member, friend, or staff person, provided that consent has been given by the person involved or their legal guardian. If a written request cannot be made, a verbal request can be made and the person who receives the request will ask the person

- information similar to that on the request form and document the information.
- The Committee will meet within 30 days of receiving the request or sooner if required.
 - At the meeting, the Committee will review the information presented and/or have the people involved verbally present the information.
 - 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 meeting for the purpose of obtaining more information
 - 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.
 - All matters shall be decided by a majority of the members present.
 - Copies of the meeting minutes and all deliberations will be provided to the person requesting the review.

Annual review

Date Implemented	November 7, 2001		
Date	Oct. 13, 2010	Aug. 12, 2020	
Reviewed or Revised	Revised	Reviewed	