

Companion Rights

POLICY

Cascadia Society's role is to protect and promote the rights of people who have an intellectual disability. Cascadia believes:

- All people have equal value and must be respected
- All people have the right to a healthy, productive life
- All people have the right to service that is responsive to individual needs
- All people have the right to be key participants in decisions that affect them

PROCEDURE

Discrimination is prohibited on the grounds of age, sex, race, colour, religion, creed, national origin, citizenship, language, marital status, family status, pregnancy/childbirth, sexual orientation, mental or physical handicap, political belief or any other prohibited grounds of discrimination.

Cascadia Society will provide rights training to people who receive services. Cascadia will ensure companion(s); their families and/or legal guardian(s) are informed and understand their rights and responsibilities prior to service commencing. These rights include but are not limited to;

- The right to ethical, sensitive, and respectful service;
- The right to be heard;
- The right to participate fully in planning;
- The right to provide feedback;
- The right to complain and/or withdraw from services without reprisal;
- The right to informed consent, refusal, or expression of choice regarding involvement in research projects;
- The right to be included in all health and safety training;
- The right to confidentiality and privacy;
- The right to be free from any form of emotional/physical abuse, neglect, harassment, discrimination, retribution, financial fraud, and corporal punishment;
- The right to receive medical and dental care when required;
- The right to participate in social and recreational activities if available, appropriate, and according to their abilities and interests;
- The right to receive the religious instruction and to participate in the religious activities of their choice;

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- The right to receive guidance and encouragement to maintain their cultural heritage;
- The right to be provided with an interpreter if language or disability is a barrier to consulting with them on decisions affecting their custody or care

Cascadia Society will assist each individual to exercise his or her rights, explore options and alternatives, seek advice and support from others to ensure they have the information and assistance they need to assert his or her rights, make informed choices and self-advocate as desired.

Cascadia Society will utilize various tools to document and address rights issues, including various audits, abuse investigations, serious occurrence and incident reporting forms.

Cascadia Society will use the Canadian Charter of Rights (appendix) and the United Nations Declaration of Rights (appendix) and specifically the Declaration on the Rights of Disabled Individuals (appendix) as guides when supporting people and giving them information about rights.

Cascadia Society will share information with people regarding human rights and responsibilities and assist each individual to assert his or her rights and to understand his or her responsibilities as they pertain to the rights of others.

People supported have the right to involve advocates or other trusted people with issues of concern, especially when the concern pertains to Cascadia Society.

Cascadia will inform companion(s), their families, and/or legal guardian(s) of any limits or restrictions that may be placed on their rights or privileges, the benefits of such restrictions/limits and the methods to have the right or privilege reinstated. If a right or privilege is limited or restricted it is done so based on a safety need (i.e. personal harm, threatening to inflict harm on self or others, property damage. etc.).

The development of protocols or support practices occurs at the direction of the individual with assistance from his or her support network. In the case where an individual is not capable of giving informed consent, such consent will be sought through his or her legally appointed designate.

People who feel that their rights have been violated will be supported to seek remedy through the Cascadia Society complaint resolution process and other means available to them.

Standards associated with this policy: 1) 1.K.1, 2) 1.K.2, 3) 2.A.1, 4) 2.A.10, 5) 2.B.1 and 6) 2.B.2

RESPONSIBILITY OF: All Coworkers/Home Leaders
MONITORED BY: Leadership Team