

CVS POLICY & PROCEDURE MANUAL

Policy Area: Service Delivery

Policy # & Name: 5.3 Residential and Day Supports
Philosophy Statement

Group: All Staff, Board of Directors, Volunteers, Consumers

Purpose:

To describe the philosophy of CVS in supporting participants in Residential and Day Supports.

Policy Statement:

The Community Ventures Society programs adhere to the developmental model, which states that all people learn, throughout their lives.

All individuals are expected to follow the Philosophy Statement and Objectives.

Practice Standards:

It is the responsibility of all staff members to establish positive environments and create opportunities for each person's abilities to flourish.

Staff members will ensure that people learn and develop skills which will assist them and are useful, and will help them to live in a manner which is as culturally normative as possible.

Programs will provide age-appropriate training and support, using socially valued means.

Residential and Day Services staff will provide appropriate support, encouragement, advocacy, and training as required through careful planning, safeguarding rights and freedoms, and respectful interaction.

Policy Audit: March Annually

Date Issued: March 2004

Date Revised:

Position

Responsible: Executive Director or designate

References: ✍ Adult Services Philosophy Statement (attached)

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PHILOSOPHY STATEMENT

The Canadian Charter of Rights and Freedoms assures basic rights for all Canadians. In addition, the BC Human Rights assures basic rights for all British Columbians. Staff members have the responsibility to assist each person in understanding what is involved in the exercise of their rights. Staff members have a further responsibility to ensure that rights and freedoms are upheld for the people they serve.

Residential staff will support the inclusion and integration of people with developmental disabilities into the mainstream of community living to the wider community and generic services. Wherever possible, people will have access to the same lifestyles and age appropriate services that are available to non-disabled people in the community.

Residential staff will ensure that opportunities for frequent and on-going interactions can take place between people with developmental disabilities and non-disabled people in the community. This is intended in no way to suggest that contact between people with handicaps is less desirable, but rather to stress that individuals with disabilities have much to gain through connections to the mainstream community and that this is often an overlooked aspect of each individual's life.

Every effort will be made to assist individuals to become an integral part of society. Staff will assist participants in utilizing community recreation and cultural resources. Program planning will include opportunities for participants to be seen as contributing members of their community. So long as people with disabilities remain separate from the mainstream they will not be given the same level of consideration or respect. People do not need to become "normal", they need to become recognized and acknowledged.

Community Ventures Society programs adhere to the developmental model which states that all people learn, throughout their lives. Staff members will ensure that people learn and develop skills which will assist them and are useful, and will help them to live in a manner which is as culturally normative as possible. Programs will provide age-appropriate support, using socially valued means.

We have learned there is such a thing as dignity in risk, and there can be a dehumanizing indignity in complete safety. Staff are expected to ensure this dimension of human dignity for people who are disabled, and help prepare them for facing real but prudent risk in a real world.

Objectives

To structure a values-based residential and day supports that are based upon the capacities, strengths and needs of individuals with disabilities.

To accept with conviction the fact that people with developmental disabilities have the right to expect and to demand a living environment that ensures and promotes quality of life.

To aid each person in developing skills and enhance abilities which will assist him/her to live in a manner which is as culturally normative as possible.

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To assist individuals in the development of a greater sense of self-sufficiency, self-respect, responsibility and independence / inter-dependence.

To assist each individual to make choices regarding his / her own life and whenever possible, to honour those choices.

To provide support that will enable people to maximize abilities.

To maximize skills of Day and Residential Staff in order to progressively update services.

When necessary, to assist individuals in the safeguarding of their rights with regard to housing, employment, privacy, voting, etc.

To facilitate the inclusion of people with developmental disabilities into our community, focusing on developing relationships with members of the community in which they live.

To provide the type and intensity of support required on an individual basis.

To assist participants in using community services and resources.

To work in cooperation with program participants, parents, families, advocates, friends, other agency staff, other Association staff.

To support the public education efforts of the Community Ventures Society.