

Abuse Policy

Date: January 6, 2011

Annual Review Required: Yes

Approval: Executive Director

Applies to: All KACL DH Programs

Ref: QAM 299/10, 8(1)(1), 8(2)(d), 8(3), 8(5)(a)(b)(c), 8(6), Definitions

APPLIES TO

All programs of KACL which provide developmental services to adults with a developmental disability funded by the Ministry of Community and Social Services. Applies to Board of Directors.

PURPOSE

Quality Assurance measures are developed for the purpose of ensuring that the people we support have both security and a meaningful and satisfying life as defined or communicated by themselves, and their involved family, as appropriate.

Abuse is defined as any action or behaviour that causes or is likely to cause physical injury or psychological harm or both to a person with a developmental disability, or any vulnerable person, or results, or is likely to result in significant loss or destruction of their property and includes neglect.

POLICY

The Kenora Association for Community Living has zero tolerance for abuse of any person with developmental disabilities or vulnerable individuals, and will maintain an environment that is free from any form of abuse.

All policies relating to Abuse will be reviewed by the staff, and by the Board of Directors at least annually to determine if changes are necessary. Any necessary changes will be promptly initiated, and dates of these reviews and changes will be recorded.

Definitions of Types of Abuse:

Sexual Abuse: is the unwanted touching of a person's sexual body parts. The lack of consent is the defining feature. It is important to note that because of the power hierarchy it is impossible for there to be consent between a person with a disability and their care provider.

Physical Abuse: Acts of assault or threats of assault, such as hitting, slapping and burning that cause or could cause physical injury or fear of physical injury. An intellectual or physical disability often results in a need for people to be physically close to provide personal assistance. Physical abuse is more terrifying for those who cannot, physically, flee or escape.

Verbal Abuse: demeaning language, name calling or negative verbal depictions of disability or attractiveness are all forms of verbal abuse. Words like “retard” cause considerable hurt and are never acceptable.

Emotional Abuse: the constant criticism, insulting, threatening, degrading, humiliating, intimidation or terrorizing of a person. Emotional abuse is the most difficult to define. Emotional abuse is the misuse of power, in any way, to cause a person to lose respect for self. Any other form of abuse is also emotional abuse.

Financial Abuse: the misuse or misappropriation of someone’s financial assets for personal gain. Staff are not to “borrow” money from someone who is under your care as the power imbalance makes it difficult for the person to say “no”.

Spiritual Abuse: the demeaning of another’s faith or the imposition of care providers faith into the life of the person with a disability. This form of abuse includes forced religious activity or the denial of religious activity.

Neglect: the failure to provide the necessities of life such as food, clothing, shelter, care or supervision. A person receiving care from KACL have the right to expect that their basic needs will be met and that they will be provided with the supervision which is appropriate to their age and developmental and intellectual needs.

Exploitation: taking advantage of a person’s disability to trick or manipulate for personal benefit. The persuasion to do things that are illegal or not in the individual’s best interest.