

Agency Name: The Autism Connection of PA

Address: 35 Wilson Street Suite 100, Pittsburgh, PA 15223

Contact: Luciana Randall, Executive Director

Website: www.autismofpa.org



Logo:

Organizational Reach:

The Autism Connection of PA is a 21 year-old organization started by parents meeting in their homes for support and information. Currently we reach over 12,000 people with weekly e-news about autism information, research, and events, consisting of approximately 72% family, 4% autistic adults, and the remainder, support providers and educators. This organization sponsors 67 support groups of all kinds across the Commonwealth.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

Provide a general description of your approach to addressing the issue of sexual abuse of people with developmental disabilities.

Our approach to combat all types of abuse (physical, sexual, neglect and exploitation) is to inform our readers, callers, and seminar attendees, about trends we see in the disability field, both positive and negative. We also collaborate with law enforcement and will train approximately 1,000 officers this year in the City of Pittsburgh and surrounding communities about how to detect, properly encounter, and support residents with autism and other hidden disabilities.

Action Plan:

Describe the specific activities, initiatives, and practices that you are promoting as an organization and that your members are adopting, who the activities will touch, and the timelines in which each of the activities are occurring. Use of the table is optional.

Activity/Initiative/Practice	Target Audience	Timeline
Apply for Victims of Crimes Act Federal Grant to educate and inform people with disabilities about their rights and services designed to	Disabled people and their families, law enforcement officers, district attorneys and other allies.	July 2018 – October, 2021

support them after a traumatic event/victimization. Develop and deliver training for investigators in the criminal justice system to help reduce risk from perpetrators.		
Investigate details of the Ohio Adult Abuse Registry and the applicability/feasibility to have this in PA	PA State legislators and ISAC membership, stakeholders in Ohio who use the registry in hiring decisions.	Ongoing
Via Vera Institute of Justice collaborative (started 2017) develop and deliver cross training in disability and victims services	Victims Services providers in the greater Pittsburgh region, i.e. the Blackburn Center and Crisis Center North	July 2018-July 2019 (pilots)
Inform stakeholders about the realities of the HCBS system related to: criminal records clearances, provider self-investigation and critical incidents, and hiring/firing practices related to predatory individuals or potential repeat offenders. Teach about best prevention practices using the individual's ISP.	Families, people with disabilities, law enforcement officers, prosecutors, legislators, attorneys, and professionals in the field, such as service coordinators.	Ongoing
Discuss with key parties, changes to regulations and laws to prevent self-investigation and conflicts of interest from hindering prosecution of abusers/neglecters/exploiters in the systems.	Law enforcement officers, legislators, parents/guardians, people with disabilities, and advocates/allies.	Ongoing

Future Commitments to Action:

(See above).

Summary

HCQU Training & Resource Guide Sexuality: Education & Abuse

The eight Health Care Quality Units (HCQUs) that span the commonwealth have collaborated in the development of a training and resource guide focused on sexuality education and abuse (see attached). This guide illustrates the resources that HCQUs offer in this domain. The HCQUs' mission is to deliver training, technical assistance, and increase capacity related to physical and behavioral health in the I/DD community. This community consists of self-advocates, families, provider agencies, and other organizations that support this population.

The guide is broken down by HCQU region and includes contact information, website addresses, and phone numbers.

The content consists of educational information that is both web-based and instructor-led, as well as training sessions on topics presented by subject-matter experts. Other resources listed include pamphlets and videos.

Finally, HCQUs are working with regional ASERTs to address the issue of sexual education, abuse and violence, and support efforts related to peer-to-peer interactions.

Agency Name: PAR (Pennsylvania Advocacy and Resources for Autism and Intellectual Disability)

Address: 4 Lemoyne Dr., Ste 203, Lemoyne, PA 17043

Contact: Shirley Walker

Website: www.par.net

Logo: Link to the file: <https://paroncloud.egnyte.com/dl/TbOHtHp8cj>



Pennsylvania Advocacy and Resources for Autism and Intellectual Disability

Organizational Reach:

Describe the organization's primary membership and brief description of your reach (for example, x number of people served, mailing list of x self-advocates, x number of provider members).

PAR represents home and community-based service providers, ranging from microboards and small family providers to large multi-state agencies, from every region of the Commonwealth, providing supports and services in all 48 county/county joiners.

PAR members provide the full range of supports and services to tens of thousands of individuals (children and adults) with intellectual disability, including over 8,000 children and adults living with autism, in over 8,000 locations in the Commonwealth in addition to providing numerous non-residential and in-home supports.

Our member organizations provide over \$1.8 Billion in autism and intellectual disability services and supports in Pennsylvania and employ approximately 50,000 Direct Support Professionals, in addition to administrative and other staff.

Our almost daily PAR Mail publications reach over 4,800 contacts made up of key provider contacts, family members, self advocates, the state, Lifesharing coordinators, and the general public, who then distribute PAR Mails to their own networks.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

PAR is deeply concerned about the epidemic of sexual abuse of individuals with disabilities. According to a recent NPR report, individuals with disabilities are more than 7 times more likely to suffer from sexual assault than individuals without disabilities. This statistic is tragic and unacceptable. Community service providers and the Direct Support Professionals that they employ serve a critical role in helping to prevent sexual assault of individuals with disabilities and also in building healthy relationships. We believe that these discussions must not be limited and the discussion should include all kinds of abuse and all kinds of relationships, from

friendships to families to romantic relationships to workplace relationships and caregiver relationships.

The challenge of addressing the sexual abuse of people with developmental disabilities has been embraced by PAR's Board of Directors, who have issued the challenge throughout our association and community, starting with PAR's workgroups. The Board agreed that PAR's Action Plan should not be limited to one type of abuse or relationship but rather involve in-depth discussion of the breadth and depth of relationships in the ID/A system. A stable, well qualified, well-trained workforce is the Board's top priority to address preventing abuse and building healthy relationships.

Our current workgroups:

- Board of Directors
- Advocacy Council
- Communications Collaborative
- 2018 Conference Committee
- Developing Capacity to Support Individuals with High Needs
- Employment First
- Fiscal Officers
- Human Resources
- ICF ID
- Nursing and Health Services
- Regulations and Waiver Renewals
- Simplify the System
- Supporting Families
- Values Taskforce
- 2380/2390/Rural Providers
- Other items: PAR Website Trainings

Action Plan:

Recognizing that every single person has a role to play, our action plan is simple:

1. Engage our full membership by adding this agenda item to every PAR workgroup agenda
2. Listen to ideas and share resources
3. Encourage, support, and engage in solutions developed

Advocacy Council: Complete

House Bill 1124, introduced by Representative Cox, passed the Pennsylvania Senate on December 12, 2017. It was referred to the House Judiciary Committee on January 2, 2018. In June 2018 PAR's Advocacy Council reviewed and recommended that PAR strongly support this legislation. PAR supported this legislation because it will make it easier for the Attorney General to prosecute cases of caregiver neglect and abuse by further providing for the offense of neglect of a care-dependent person and providing for the offense of abuse of a care-dependent person. The PAR Board voted unanimously to support and lobby for the immediate passage of the legislation, which was passed by the House on June 22, 2018 and signed by Governor Wolf on June 28, 2018.

Conference Committee: In Progress

The 2018 PAR Solutions Conference Committee recommended and developed the theme of this year's 2018 PAR Solutions Conference: It's About Relationships. Valuing and respecting and supporting each other is learned behavior, and the same principles apply whether the relationship is a paid caregiver, employer, or family member. Our marketing materials,

keynoters, sessions and speakers will all explore this topic and spur conversation. PAR's Conference Committee is developing a track of conference sessions to explore this theme and discuss healthy relationships and sexuality and is working with well-known voices in the ID/A community to provide trainings.

Communications Collaborative: In Progress

The Communications Collaborative decided to focus on the "Building Healthy Relationships" aspect by showcasing positive examples of relationships in the ID/A community and how providers have a critical role in encouraging healthy relationships for the individuals they support, whether it is a friendship, family relationship, or romantic relationship. Collaborative members discussed examples of successful relationship-building at a recent meeting and shared ideas for how their organizations are supporting healthy relationships with the community, within their own organizations, with individuals and families, etc. The Communications Collaborative will develop a social media campaign leading up to PAR's Conference with the hashtag #ItsAboutRelationships to use social media to showcase the work they are doing to help build healthy relationships in the ID/A Community.

Developing Capacity to Support Individuals with High Needs: In Progress

This workgroup is developing recommendations regarding the support of individuals with high/complex needs and dual diagnoses, many of whom have been the victim and/or perpetrator of sexual or physical abuse. The workgroup is collaborating with ODP Medical Director Dr. Cherpes to take part in ODP's Developing Capacity institute and initiative.

Human Resources Collaborative: In Progress

The Human Resources Collaborative has engaged in a preliminary discussion on sexual abuse and harassment. At an upcoming meeting on August 16, the HR Collaborative will discuss policies and procedures relating to workplace sexual harassment and abuse by workers including legal ramifications.

ICF/ID Workgroup: Upcoming

At the upcoming August 6 meeting the PAR ICF/ID Workgroup will discuss this topic in relation to Emergency Preparedness. Discussion to include sharing of policies and designing Emergency Preparedness Plans that support vulnerable individuals without leaving them exposed to risk of abuse.

Regulations and Waiver Renewals: Complete

The PAR Regulations and Waiver Renewals Taskforce developed recommendations to ODP to help with training and technical assistance, including Direct Support Professionals, on Person-Centered Practices as well as abuse prevention.

Nursing & Health Services Workgroup: Upcoming

The Nursing and Health Services Workgroup will discuss at its upcoming quarterly meeting the issue of abuse of individuals with disabilities and prevention, and how to encourage best practices and healthy relationships. Throughout the year this subject will remain on the agenda for sharing resources and training. Recognizing that it takes everyone to be involved and recognize signs, workgroup members will share training resources regarding what signs to look for, what consent means and how to identify it, and practices regarding training across departments.

Simplify the System Workgroup: Upcoming

At its upcoming meeting in August, the Simplify the System Workgroup will meet to discuss areas in which the system can simplify and streamline the system in ways that can facilitate healthy relationships and prevent abuse.

Supporting Families: In Progress

The Supporting Families Collaborative has engaged in a pilot to provide families connected to PAR members with more resources and access to PAR informational meetings. Our goal is to further support families and their relationships with their loved ones, the providers who support them, and with the greater ID/A community.

Values Taskforce: In Progress

The Values Workgroup has developed a discussion paper on the value base for the ID/A system in Pennsylvania. One of the fundamental values is that individuals with ID/A are citizens and valued members of society. It entails understanding the history of disability and the adverse roles in which people can be cast. It requires a deep understanding of a vision of people being valued fully as participating, contributing members of society. The skills required to support and safeguard people with significant vulnerabilities are complex and demanding and require continuous learning. The foundation of our system must be a values-based framework with extensive training, reflection and thoughtful skill development. *See Appendix A

2380/2390 Services Workgroup

The 2380/2390 Workgroup has developed a subgroup to develop recommendations regarding Community Participation Services and building healthy relationships and preventing abuse. The subgroup will present their recommendations at an upcoming 2380/2390 meeting for feedback, discussion, and next steps.

PAR Website

PAR's website will include a section where providers can share trainings that are open to all with the goal of providing high quality trainings and sharing resources within the ID/A system. PAR is seeking to help facilitate this by including a sorting function to allow providers to sort the trainings by topic. Topics will include areas like healthy relationships, preventing abuse, healthy sexuality, etc.

PAR's website will also include resources for anyone who needs help reporting abuse or knowing what their options are, including the DHS Child Abuse Hotline, DHS Elder Abuse & Adults with Disabilities Hotline, the Pennsylvania Coalition Against Domestic Violence, the Pennsylvania State Police Victims Services Program, and the National Rape, Abuse & Incest National Network Hotline.

Future Commitments to Action:

In addition to continuing the conversation by placing this agenda item on future workgroup meetings, PAR invites and encourages members to take part in the discussion happening among leaders in Pennsylvania and across the country by joining us at the following meetings ready to discuss how we can educate, train, and support our individuals, families, and our workforce around the issue of building healthy relationships and preventing abuse. We look forward to continuing to work with ODP and other stakeholders to address this issue. If you have any thoughts, questions, or ideas, please email par@par.net or call the PAR office at (717) 236-2374.

ISAC – Action Plan to Address Sexual Abuse of People with Disabilities

Agency Name: Pennsylvania Developmental Disabilities Council

**Address: Room 561 Forum Building
605 South Drive
Harrisburg, PA 17120**

Contact: Graham Mullholland, Executive Director

Website: www.paddc.org

Logo:



Organizational Reach:

Describe the organization's primary membership and brief description of your reach (for example, x number of people served, mailing list of x self-advocates, x number of provider members).

The Pennsylvania Developmental Disabilities Council (DDC) is a group made up of 20 members appointed by the Governor, the majority of whom are people with disabilities and their family members. Created under a federal act and Governor's Executive Order, the Council is both a planning group and a funding body. Currently the Council funds 26 separate grants. The Council works hard to achieve geographic, racial, ethnic and sexual diversity within both our membership and grantees.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

Provide a general description of your approach to addressing the issue of sexual abuse of people with developmental disabilities.

The PADDCC, along with our partners, has a long history of addressing issues which contribute to the oppression and abuse of people with developmental disabilities. While we are banned from direct service, we have funded and are currently funding projects which focus on empowerment and education of both individuals with disabilities and the generic community.

The Pennsylvania Developmental Disabilities Council operates in a five year plan cycle. Our current five year plan, which began in 2017, does not specifically address sexual abuse or neglect but it does fund projects in Self Advocacy Support, Peer Support, School Culture, and Stigma to name a few. By addressing these broader areas we are tackling many of the things that lead to the increased rate of sexual assault among individuals with developmental disabilities.

It is important to note that although we do not address sexual assault in our current plan, we did address the issue directly in our 2007-2012 plan.

In 2007, Pennsylvania Coalition Against Rape (PCAR) was awarded a grant by the Pennsylvania Developmental Disabilities Council (PADDC) to address the training deficit regarding abuse and neglect in the disability community. PCAR's approach to violence prevention addressed the multiple underlying contributors of violence including: poverty, oppression, substance abuse, fragmented families, witnessing or experiencing past violence and powerlessness. PCAR recognized that effective collaboration involved working with self-advocates and cross system organizations. Through a partnership with Temple University's Institute on Disabilities, PCAR developed S.A.F.E. (Stop Abuse For Everybody) a personal safety training guide for adults with disabilities and care providers. This curriculum consists of five modules. The first four modules are designed for persons with disabilities. The fifth module educates care providers on the signs of abuse, strategies for identifying abusive situations, and what to do. The care provider training module is an overview of the other four modules. It highlights a care providers' responsibility to ensure the safety of the individuals they support. Each module explores different types of abusive behaviors and is structured in the same manner as the previous modules. Each module follows the same format. The beginning of each module provides an introduction and overview of a specific type of abuse. The middle part of each module explores examples and experiences associated with a specific type of abuse. The last part of each module provides the participant with information on their rights, responsibilities and local resources.

This resource is available on the Pennsylvania Coalition Against Rape website at <http://www.pcar.org/safe>

Future Commitments to Action:

Describe how your organization will keep a focus on preventing sexual abuse going forward.

Currently, PA DDC is funding Self Advocates United as 1, Inc. (SAU1) to work on a Self-Advocacy Support grant which began in April 2018. SAU1 will partner with its contacts in the disability, educational, provider, family, LGBTQ and institutional communities to reach out and engage people in learning more about their rights, self-advocacy, leadership and relationships.

The project will help people think about all kinds of relationships – family, staff, community, friends, and romantic and empower people to know what is considered a healthy relationship and what is not, how to identify abuse, and what to do about unhealthy and/or abusive relationships.

The project will begin with a review of existing materials and research on the topic areas before creating and updating materials. By the end of the first two years, teams will help create a workshop around relationships and will be trained on the new materials and presentation skills (including best practices specific to the sensitive subjects that will be discussed).

Introduction

Agency Name: Pennsylvania Supports Broker Network

Address: c/o Temple University Institute on Disabilities, 1755 N. 13th street, Suite 411 S, Philadelphia, PA 19122

Contact: Marian Frattarola-Saulino, MSW marians@viapa.org

Jamie Ray-Leonetti jamie.ray-leonetti@temple.edu

**Website: Temple University, Institute on Disabilities,
<https://disabilities.temple.edu/programs/pds/>**

Logo: In development

Organizational Reach:

Describe the organization's primary membership and brief description of your reach (for example, x number of people served, mailing list of x self-advocates, x number of provider members).

The PA Supports Broker Network serves as a source of collaboration, education, information, networking and technical support to over 100 trained and certified Supports Brokers across Pennsylvania. The Supports Brokers impact the lives of those individuals choosing to self-direct their services using either a Vendor/Fiscal Employer Agent or Agency with Choice model of Financial Management Services.

The Supports Broker service offers people, their families and the Employers of their Service and Support Professionals the opportunity for assistance, guidance and technical support with:

- **Building and sustaining Natural Supports**
- **Being a responsible Employer (Common Law or Managing)**
- **Ensuring Compliance with all applicable policies, regulations and rules**

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

Provide a general description of your approach to addressing the issue of sexual abuse of people with developmental disabilities.

The PA Supports Broker Network has identified the activities in the chart below to address the issue of sexual abuse of individuals with developmental disabilities. These activities can be tied directly to the three core functions of Supports Brokering.

These functions are:

- 1. Building natural supports (BNS);**
- 2. Supporting employers (E), and;**
- 3. Assisting with waiver compliance tasks (WC).**

Action Plan:

Describe the specific activities, initiatives, and practices that you are promoting as an organization and that your members are adopting, who the activities will touch, and the timelines in which each of the activities are occurring. Use of the table is optional.

Activity/Initiative/Practice	Target Audience	Timeline
Develop collaborative relationships with community groups/organizations who are already addressing this issue (BNS, E)	Community organizations	Connect with one such organization in each Region beginning September 1, 2018 and on-going
Quarterly Supports Broker Meetings Agendas will include education and assistance about sexual abuse/sexual violence, including best practices that can be shared with Common Law and Managing Employer (E)	Supports Brokers	Beginning July 2018 and ongoing through the Supports Broker Network monthly calls, and in response to individual requests for education or technical assistance.
Ensure education and training in the LifeCourse and Trauma Informed Care is available for Supports Brokers <ol style="list-style-type: none"> 1. Advocate to ODP for changes to the Supports Broker Certification process to include training in the Life Course Framework; 	Supports Brokers	<ol style="list-style-type: none"> 1. December 2018 2. January-June 2019 3. October 2018

<p>2. Collaborate with the PA Family Network to provide the training to Supports Brokers on the LifeCourse Framework and</p> <p>3. Develop a Supports Broker practice that a discussion of promoting and supporting safe personal and sexual relationships is included in every Individual Service Plan (ISP) and during Circle of Support meetings, as led by the person (BNS, E, WC)</p>		
<p>Develop standard Supports Broker practices to assist the Common Law and Managing Employers to provide orientation and on-going training to each SSP in best practices in promoting and supporting healthy personal and sexual relationships; in preventing and recognizing sexual abuse and in reporting sexual abuse (E, WC)</p>	<p>Common Law and Managing Employers, SSPs and Supports Brokers.</p>	<p>November 2018 and on-going</p>
<p>Ensure Supports Brokers are trained in best practices related to preventing and recognizing sexual abuse; knowledge of resources and how to access as well as the mandatory reporting requirements (WC)</p>	<p>Supports Brokers</p>	<p>Beginning September 2018 with the Supports Broker Certification Class, and on- going.</p>

Future Commitments to Action:

Describe how your organization will keep a focus on preventing sexual abuse going forward.

The PA Supports Broker Network often hosts speakers who are subject matter experts as part of the monthly Supports Broker Network Meeting calls.

Bev Frantz, Ph.D. Temple University's Institute on Disabilities was the featured speaker in July 2018, and provided an overview of sexual abuse and sexual violence.

Requested topics for future meetings include:

1. Trauma informed care
2. Self-care for Supports Brokers
3. The role of the Circle of Support in helping the person to develop healthy relationships

Agency Name: The Provider Alliance

Address: 2216 Longview Drive, Greensburg PA 15601

Contact: Patrick DeMico [Email: PatrickDeMico@ProviderAlliance.org]

Website: www.provideralliance.org

Logo: [jpeg file also attached to email transmission]

**Organizational Reach:**

Describe the organization's primary membership and brief description of your reach (for example, x number of people served, mailing list of x self-advocates, x number of provider members).

The Provider Alliance is comprised of 68 provider members delivering services to those with intellectual disability and autism (ID&A), and 22 associate members including Health Care Quality Units, Administrative Entities, Supports Coordination Organizations, and local businesses supporting the ID&A missions of our provider members.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

Provide a general description of your approach to addressing the issue of sexual abuse of people with developmental disabilities.

The Provider Alliance proposes a call to action initiative among its membership, community partners, and stakeholders to elevate awareness on the issues addressed in the recent bulletin and accompanying guidelines for Sexual Health, Personal Relationships, and Sexuality, and to directly address sexual abuse. As a provider association supporting organizations with missions that focus on serving people with intellectual disability and autism, the perspective and priorities in our plan will attempt to improve competencies among our members. These will emphasize education, training, and policy development as the primary means of supporting the principles of the bulletin and its guidelines.

Action Plan:

Describe the specific activities, initiatives, and practices that you are promoting as an organization and that your members are adopting, who the activities will touch, and the timelines in which each of the activities are occurring. Use of the table is optional.

Activity/Initiative/Practice	Target Audience	Timeline
<i>Call to Action on The Provider Alliance Website</i>	<i>Members and Community Stakeholders</i>	<i>Current and Ongoing</i>
<i>Resource Collaboration with ISAC Members</i>	<i>ISAC Members and their Constituents</i>	<i>Current and Ongoing</i>
<i>Baseline Self-Assessment</i>	<i>TPA Members</i>	<i>Completion by August 2018</i>
<i>Policy, Education, Training & Resource Development</i>	<i>TPA Members and Local Resource Partners</i>	<i>Completion by March 2019 with periodic reassessment</i>
<i>Outreach to Community Partners</i>	<i>Schools, Universities, Law Enforcement, Crisis Centers</i>	<i>Completion by June 2019 with ongoing outreach</i>

Future Commitments to Action:

Describe how your organization will keep a focus on preventing sexual abuse going forward.

The Provider Alliance program to address sexual health is intended to enhance resource development for providers, and satisfaction levels reported by caregivers, family members, self-advocates, and providers. We believe that community outreach will help to accomplish those goals more effectively, and create greater awareness, responsiveness, and capacity in our local communities.

The call to action on our website will be expanded to post current and relevant information and resources on the topic of sexuality aimed at healthy relationships and remaining vigilant in the areas of vulnerability for sexual abuse. We have initiated conversations with self-advocates and families to ensure that we include their perspectives in our ongoing work.

We will also seek to align measurable objectives under our program with appropriate recommendations under the Everyday Lives: Values in Action document. These will be translated into strategic themes for The Provider Alliance association and objectives described within our plan will be evaluated through periodic review of identified performance measures.

It is critical that we examine the current state of confidence and satisfaction among our members, and the people and families that rely upon our services. Collecting baseline data will assist us in determining priorities in resource, education, training, and policy development. Self-assessments and satisfaction surveys will comprise a key element of our ongoing performance measurement going forward to ensure that we are meeting our goals.

The Provider Alliance will continue to deploy its website to prominently display a call to action and post resource materials related to this topic and our stated goals. A communication plan and possible use and expansion of social media will be explored. Workforce development and employee engagement will likely be the areas through which most of our efforts channel, and we will attempt to use our website to support these endeavors as well.



PACA MH/DS

PENNSYLVANIA ASSOCIATION OF COUNTY
ADMINISTRATORS OF MENTAL HEALTH
AND DEVELOPMENTAL SERVICES

Agency Name: Pennsylvania Association of County Administrators of Mental Health and Developmental Services (PACA MH/DS)

Address: P.O. Box 60769 Harrisburg, PA 17106-0769

Contact: Daniel Eisenhauer, President at DEisenhauer@dauphinc.org
Lucy Kitner, Executive Director at lkitner@pacounties.org

Website: www.mhdspa.org

Organizational Reach:

Describe the organization's primary membership and brief description of your reach (for example, x number of people served, mailing list of x self-advocates, x number of provider members).

The Pennsylvania Association of County Administrators of Mental Health and Developmental Services (PACA MH/DS) represents the County Mental Health/Intellectual Disability Program Administrators for all 48 counties/joiners, as well as behavioral HealthChoices oversight entities and both county and private supports coordination organizations for developmental disability services.

We are available to assist in identifying mailing lists in order to support local activities. Outreach for counties includes providers and advocacy agencies.

One-third of our members are relatively new to their administrator roles so we will devote a significant amount of time at our upcoming Board Retreat to issues for which we want to develop educational resources. Sexual assault prevention strategies is one of the focus areas. We want to orient and train our new members regarding their role in system change and provide them the tools they need to ensure quality supports and

services. A fundamental component of this effort will be the promotion of healthy peer relationships and self-advocacy opportunities from our provider partners.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

Provide a general description of your approach to addressing the issue of sexual abuse of people with developmental disabilities.

PACA MH/DS holds as a primary belief that all individuals have the right to a safe environment regardless of their living situation.

The Commonwealth is extremely diverse, and as we all know, counties have different levels of staffing and resources. In reaction to ODP's request that the organization offer an action plan regarding what specifically counties are willing to commit to in regards to additional programming directed at eliminating sexual assault and promoting health relationships in general. The PACA Board of Directors directed staff to conduct a survey and ascertain what county programs are currently providing and how PACA might best support a more robust effort regarding the issue. The Board's reasoning for the survey was that improvement is not measurable if there is no baseline from which to begin.

PACA MH/DS created its survey in May and it was distributed to: MH/ID Administrators, AE Directors and SCO Directors with a two pronged intent: that the tool itself would serve to increase awareness of potential activities regarding the prevention/intervention of sexual abuse while also ascertaining member needs in order to better address the issue. This assessment was completed in June 2018.

Many counties have robust protocols in place aimed at preventing sexual abuse and continually promote healthy relationships at every level with in their programs. The survey noted two distinct areas in need of improvement for members: policy development and staff training. Another area for consideration, particularly for SCOs, was the development of additional ways to use the existing Freedom from Sexual Abuse Form that would increase awareness and provide opportunity for more in depth discussion with individuals.

PACA is committed to addressing the serious issue of sexual assault and will continue to refine and implement new strategies to support its 48 members in this important and ongoing endeavor. Some identified opportunities for PACA to foster a peer based network of opportunities for interaction are below:

Action Plan:

Describe the specific activities, initiatives, and practices that you are promoting as an organization and that your members are adopting, who the activities will touch, and the timelines in which each of the activities are occurring. Use of the table is optional.

Outreach to The Arc to meet with Executive Committee with the goal of collaboration regarding local peer to peer education and support efforts. (Fall 2018)

Outreach to The Society of County Human Resource Professionals of Pennsylvania (SCHRPP) to address county personnel policies regarding sexual assault and general conduct requirements. (August 2018)

Strategic discussion and planning at PACA Board Retreat - September 13/14 – Potential Agenda Items:

- Identify how county/regional and statewide approaches dovetail
- Create coordinated plan to support local efforts
- Families/Peers/HCQU's/Providers/Community of Practice – Maximize Existing Structures for ongoing support and dialogue

Secure presenter for focused training at November 2018 Fall Conference in order to assist counties in the development of action plans.

Member approval of Board Action Plan at Fall Conference to further the development of the action plans

Future Commitments to Action:

Describe how your organization will keep a focus on preventing sexual abuse going forward.

2018/19 Strategic Plan (ongoing) - issue will be added to annual priority setting discussions.



Introduction

Agency Name: Rehabilitation and Community Providers Association (RCPA)

Address: 777 E Park Drive, Ste 300, Harrisburg, PA 17111

Contact: Richard S. Edley, PhD, President and CEO

Website: www.paproviders.org

Organizational Reach:

RCPA represents providers of health and human services committed to effective, efficient, and high quality care. With well over 300 members, the majority of who serve over 1 million Pennsylvanians annually, Rehabilitation and Community Providers Association (RCPA) is among the largest and most diverse state health and human services trade associations in the nation. RCPA advocates for those in need, works to advance effective state and federal public policies, serves as a forum for the exchange of information and experience, and provides professional support to members. RCPA provider members offer mental health, drug and alcohol, intellectual and developmental disabilities, children's, brain injury, medical rehabilitation, and physical disabilities and aging services, through all settings and levels of care. Our annual conferences, regional offerings, seminars, and service-line specific committees, allow RCPA to keep members versed on the latest developments in policy, business operations, leadership, and best practices.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

RCPA has developed a Sexual Abuse Prevention Committee comprised of staff and provider members representing Supports Coordinator Organizations, Early Intervention, Residential Services, Lifesharing, Employment Services, Crisis Intervention, Behavioral Health, and Advocacy organizations. Since our membership is comprised of such a diverse group of service providers, and reaches across the entire Commonwealth, we believe that our primary roles as an association are:

- To promote information and resource sharing utilizing our website, email lists, social media, *Weekly Digest*, and monthly newsletter;
- To facilitate trainings in order to increase awareness and sensitivity to the issue, enable our members to provide excellent services with well-trained employees and positive policies, empowering the individuals they serve; and
- Serve as a resource to providers for policy development, training, and networking.

Action Plan:

Activity/Initiative/Practice	Target Audience	Timeline
<i>Schedule specific sessions at RCPA Annual Conference that address this issue.</i>	<i>Providers of IDD services, DSPs, Early Intervention and Children's Services Professionals, Supports Coordinators, Medical Professionals</i>	<i>October 2018 and annually thereafter</i>
<i>Develop, and commit to update periodically, a listing of resources with links for training and policy development, on RCPA's website available to all who desire the information.</i>	<i>Providers of IDD services, Direct Support Professionals, Early Intervention and Children's Services Professionals, Supports Coordinators, Medical Professionals, Educators, Transition Coordination Council Members</i>	<i>September 2018 and ongoing</i>

<i>Host a workshop for member agencies to address developing a policy on sexual health, personal relationships, and informed choices for individuals with disabilities.</i>	<i>Providers of IDD services, Direct Support Professional Staff, Supports Coordinators, Early Intervention and Children's Services, Physical Disabilities and Aging Services Professionals</i>	<i>Spring 2019</i>
<i>Highlight this topic and review our Plan of Action in RCPA News (monthly newsletter) to increase general awareness of the issue.</i>	<i>All RCPA Members – Providers of Service (IDD, Mental Health, Children, Brain Injury, Medical Rehab, Physical Disabilities and Aging), Government Officials, Business Members</i>	<i>November 2018</i>

Future Commitments to Action:

RCPA will continue to share pertinent articles, educational materials, training announcements, information regarding policy development, etc. with our members during meetings and through our regular communications, as well as post on our website and available social media to continue focusing attention to this issue. RCPA will encourage member organizations to provide training opportunities in their communities on topics related to sexual education, healthy relationships, safety with social media, etc. for individuals with disabilities, family members, and provider staff, including Direct Support Professionals, Supports Coordinators, Educators, and Medical professionals. RCPA staff will assist in the logistics of training opportunities as requested.

RCPA staff and members will recommend to relevant professional conference committees (including RCPA's) to include sessions that will increase knowledge and skills for Direct Support Staff and other professionals in the field, in order to promote sexual health and relationships, safety in use of social media, rights and consent, as well as trauma informed care.



Agency Name: ASERT

ASERT Partners:

ASERT Western Region: UPMC Center for Autism and Development Disorders

ASERT Central Region: Penn State Hershey Division of Autism Services

ASERT Eastern Region: A.J. Drexel Autism Institute

Contact:
ASERT Resource Center
877-231-4244
info@paautism.org

Website:
PAAutism.org/BeSafe

Organizational Reach:

ASERT (Autism Services, Education, Resources and Training) is a statewide initiative funded by the Bureau of Autism Services (BAS), Office of Developmental Programs (ODP), PA Department of Human Services. ASERT is a key component of the BAS's strategy for supporting individuals with autism and their families throughout the commonwealth.

The ASERT Collaborative is a partnership of medical centers, academic centers, and other providers involved in the treatment and care of individuals of all ages with autism and their families. The ASERT Collaborative has been designed to bring together resources locally, regionally, and statewide. Each ASERT region is charged with understanding the needs of their respective region, including those of the most rural regions of Pennsylvania and the most underserved populations.

ASERT has over 8,000 subscribers to its monthly newsletter and over 3,000 followers of its social media platforms (Facebook, Twitter, and Instagram). Its websites (PAAutism.org and ASDNext.org) have over 20,000 users and over 65,000 page views per quarter. ASERT's eLearning training platform averages over 350 completed trainings per quarter. The resource center staff field over 1400 resource inquiries (phone calls, emails, direct contacts at events) per year.

Action Plan:

Building from their expertise in creating and disseminating digital resources and trainings, ASERT has created the "*Be Safe*" campaign aimed at empowering individuals with developmental disabilities to advocate for their safety and to inform providers, caregivers, and the community of potential risks for victimization. This campaign, undertaken in collaboration with the National Crime Victims Research and Treatment Center, includes prevention resources aimed at reducing risk and intervention strategies for more effective care and recovery for survivors. Resources will be developed for different chronological and developmental stages and distributed in multiple formats so as to best meet audience need and preferences. The first focus of the campaign is the "*Ask. Listen. Respect.*" initiative aimed at improving respect for body autonomy. Other initiatives will follow in the coming months as new needs are identified and dependent on feedback from stakeholders. Please refer to www.PAAutism.org/BeSafe for the most recent listing of available resources, materials, and trainings.

In development:

- **Social stories, animations, and interactive eBooks aimed at individuals with disabilities**

- **Infographics and brief resources for direct service professionals**
- **Social media campaigns with calls to action**

Activity/Initiative/Practice	Target Audience	Timeline
<i>Prevention Awareness Resource Package</i>	<i>Various resources for individuals, professionals, family/caregivers, and the general public</i>	<i>Full package slated to be available 10/1/18 (some resources currently available)</i>
<i>Interventions Awareness Resource Package</i>	<i>Various resources for individuals, professionals, family/caregivers, and the general public</i>	<i>Full package slated to be available 10/1/18 (some resources currently available)</i>
<i>eLearning Prevention Curriculum</i>	<i>Different trainings for licensed professionals, unlicensed professionals, and general stakeholders</i>	<i>All trainings expected to be available on PAAutism.org by 12.31.18</i>
<i>eLearning Intervention Curriculum</i>	<i>Different trainings for licensed professionals, unlicensed professionals, and general stakeholders</i>	<i>All trainings expected to be available on PAAutism.org by 12.31.18</i>

Future Commitments to Action:

The Be Safe campaign will be an ongoing ASERT initiative. In addition to ongoing resource and training development, plans to increase professional capacity to deliver evidence based treatment for victims and systematic study of the impact of resource delivery are in the planning stages.

Agency Name: ACHIEVA
Address: 711 Bingham Street
Contact: Nancy Murray
Website: www.achieva.info

Organizational Reach:

ACHIEVA was founded in 1951 by a group of family members who all desired the same thing, to ensure their children with disabilities had the same chances in life that all

children should be given. Their commitment helped to establish a nationwide movement that changed the long history of isolation and segregation for both children and adults with disabilities.

Statement of Mission:

ACHIEVA supports and empowers individuals with disabilities and their families.

Statement of Vision:

ACHIEVA envisions a community where disability is a distinction that makes no difference.

Core Values:

Respect: Respect, value and celebrate everyone.

Change: Embrace and drive change toward innovation and inclusive practices.

Ethics: Infuse integrity, ethics and best practices in everything we do.

Team: Inspire, challenge and support each other.

Passion: Demonstrate passion about ACHIEVA's mission and vision.

ACHIEVA is the only agency of its type in southwestern Pennsylvania that provides lifelong supports including advocacy, family support, early intervention, home and community supports, employment, residential, recreation, older adult protective services and special need trusts and future planning. ACHIEVA serves more than 12,000 individuals with disabilities and their families each year.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

ACHIEVA proposes to support the sexual health of individuals with disabilities by developing policy that:

- ❖ supports the rights of an individual with a disability to pursue sexual relationships without being neglected, exploited and/or abused,
- ❖ expects that individuals will be supported by knowledgeable staff that respect their privacy and personal preferences,
- ❖ promotes self-determination while minimizing victimization, and
- ❖ provides training and resources for all employees and educates stakeholders about the rights of people with disabilities to express their sexuality and have relationships and their right to be free of abuse and victimization.

ACHIEVA commits to educating our stakeholders: individuals with disabilities, families, direct support professionals, other employees and our community partners (educators, medical personnel and law enforcement) through internal and external communications that promote sexual health education for individuals with disabilities and raising awareness to minimize victimization and abuse. ACHIEVA further commits to continue to collaborate with RCPA, TPA, the Arc of PA and the ISAC.

Action Plan:

Activity/Initiative/Practice	Target Audience	Timeline
Policy Development	Trustees, Executives, Direct Support Professionals and other Employees	<i>September 2018 and ongoing</i>
Education	Individuals with disabilities, families, and direct support professionals	<i>October 2018 - ongoing</i>
Outreach/Communications	Individuals with disabilities, families, direct support professionals, other employees, educators, medical personnel and law enforcement.	<i>November 2018 - ongoing</i>

Future Commitments to Action:

ACHIEVA will continually educate our direct support professionals on the rights of an individual to pursue consensual sexual relationships and provide them with the tools to promote self-determination and advocacy in a manner that minimizes victimization and abuse. ACHIEVA will actively raise awareness of sexual health education and minimizing victimization and abuse through ongoing internal and external communications for individuals with disabilities, families, direct support professionals and community partners.

Agency Name: Service Access and Management, Inc.

Address: 19 North Sixth Street, Reading PA 19601

Contact: Jim Schu

Website: <http://www.sam-inc.org>

Logo:



Organizational Reach:

Describe the organization’s primary membership and brief description of your reach (for example, x number of people served, mailing list of x self-advocates, x number of provider members).

Service Access and Management, Inc. (SAM) represents Supports Coordination Organizations on the ISAC. We employ 222 Supports Coordination staff and provide services to approximately 8,000 individuals in 22 counties across the Commonwealth of Pennsylvania.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

Provide a general description of your approach to addressing the issue of sexual abuse of people with developmental disabilities.

In an effort to reduce the sexual abuse, neglect, and exploitation of persons served, SAM has created a comprehensive approach to trauma-informed Supports Coordination services. This approach consists of identifying intended outcomes (as specified below), completing related steps to achievement, and measuring progress.

Our efforts will center on training Supports Coordination staff in the areas of sexual abuse prevention/identification, trauma-informed care, and the promotion of healthy sexual relationships of those we serve.

We will also provide psychoeducation to persons served/families and review components of the service delivery process, internal supervision/consultation, and other tools to in order to ensure that they are trauma-informed.

Action Plan:

Describe the specific activities, initiatives, and practices that you are promoting as an organization and that your members are adopting, who the activities will touch, and the timelines in which each of the activities are occurring. Use of the table is optional.

Our Supports Coordination staff will:

Activity/Initiative/Practice	Target Audience	Timeline
<i>Understand Trauma/Training</i>	<i>Supports Coordination Staff</i>	<i>Training of all staff in 2018</i>
<i>Interact with Individuals and Families who have Experienced Trauma/Training</i>	<i>Supports Coordination Staff Individuals/Families</i>	<i>Training of all staff in 2019</i>
<i>Support Individuals’ Informed Sexual</i>	<i>Supports Coordination Staff</i>	<i>Policy development by 12/31/2018</i>

<i>health/Policy Development and Training</i>	<i>Individuals/Families served</i>	<i>Psychoeducation for Individuals/Families in 2019</i>
<i>Complete Service Delivery Functions in a Trauma-Informed manner</i>	<i>Supports Coordination Staff</i>	<i>Ongoing</i>

Future Commitments to Action:

Describe how your organization will keep a focus on preventing sexual abuse going forward.

SAM will track all founded incidents of sexual abuse to ensure the appropriate follow-up occurred. In addition, we will monitor training needs of staff.

Please see the additional actions below.

COMPREHENSIVE TRAUMA-INFORMED CARE in SUPPORTS COORDINATION

I. UNDERSTANDING TRAUMA

INTENDED OUTCOME(S): Primary, Secondary, and Tertiary Prevention

- Recognizing Symptoms/Features of Trauma (Including Abuse, Neglect, and Exploitation)
- Understanding Etiology of Trauma-related Symptoms/Features
- Recognizing Features of Individuals with IDD and History of Trauma
- Appreciating Prevalence/Risk (as above) particular to Persons with IDD
- Recognizing Indicators of Potentially Dangerous Persons and Environments

II. INTERACTING with INDIVIDUALS/FAMILIES WHO HAVE EXPERIENCED TRAUMA

INTENDED OUTCOME(S): Secondary and Tertiary Prevention

- Creating Safety: Discussing Trauma/Symptoms with Individual/Family in a Sensitive Way

III. SUPPORTING INDIVIDUALS' INFORMED SEXUAL HEALTH

INTENDED OUTCOME(S): Primary, Secondary, and Tertiary Prevention

- Supporting Individuals' Informed Sexual Health

IV. ENSURING that SUPPORTS COORDINATION FUNCTIONS are “TRAUMA-INFORMED”

INTENDED OUTCOME(S): Primary, Secondary, and Tertiary Prevention Assessment & Service Planning

- Ensuring that these Functions are Accurate, Useful, and Sensitive to Person Served/Family

Linkage & Referral

- Utilization of “Trauma-Informed” Providers whenever possible
- Engaging and Utilizing Local Community and Victim Services Resources

Monitoring/Coordination of Services

- Facilitating Meetings with Providers to Ensure that Trauma is Considered/Addressed

Advocacy

- Ensuring that Supports Coordinators (SC’s) are Recognizing/Acting upon the Need/Opportunity to Advocate relative to Trauma

Reporting

- Ensuring that SC’s have a Working Knowledge of Reporting (of Abuse) Procedures and Criminal Justice System Investigations

Incident Management

- Prompting the SC to consider the possibility of Trauma as a Factor in the Incident being Reviewed

Agency Name: The Arc of Pennsylvania
Address: 301 Chestnut Street, Suite 403, Harrisburg, PA 17101
Contact: Maureen Cronin, Executive Director, The Arc of PA,
Website: www.thearcpa.org
Logo:



Organizational Reach:

Describe the organization's primary membership and brief description of your reach.
In affiliation with The Arc of the United States, The Arc is the largest nationwide advocacy organization for people with intellectual and developmental disabilities. The Arc of Pennsylvania has 33 local chapters and represents over 8,000 members. Our state office coordinates strategic, grassroots advocacy efforts; provides policy analysis and trainings, and implements the statewide Include Me and the Arc Discovery Employment Transitions (ADEPT) programs that serve children and adults. The Arc of Pennsylvania focuses on systems advocacy and governmental affairs, demonstrating leadership and guidance among all disability organizations in Pennsylvania. Our local chapters of The Arc provide a variety of critical services, including advocacy services, Early Intervention, residential and day supports, home-care assistance, and job training.

Organizational Approach to Achieving the Goals of the ODP Sexuality Policy

Provide a general description of your approach to addressing the issue of sexual abuse of people with disabilities.

The Arc of Pennsylvania promotes the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes. The board, along with our staff, work passionately to uphold our vision that every individual with disabilities and their family have access to the information, advocacy, and resources they need to participate as active members of their community. Because of our commitment to full inclusion, the epidemic of sexual and other abuse, is a critical concern of individuals with disabilities, their families, and the professionals that work as part of the The Arc network. We have a long history of addressing the issue of abuse and combatting the systemic issues that allow abuse to occur. Mainly, that of viewing people with disabilities as less than and services that separate people from their families and communities. Our approach to addressing the issue of sexual abuse is twofold: 1) Supporting education that views people with disabilities as full and contributing members of their community, members that bring value and have voice; and, 2) educating stakeholders on this critical issue – stakeholders such as individuals with disabilities, family members, local chapters and staff, as well as, members of the legislature and their staff.

Action Plan

Describe the specific activities, initiatives, and practices that you are promoting as an organization and that your members are adopting, who the activities with touch, and the timelines in which each of the activities are occurring.

Activity/Initiative/Practice	Target Audience	Timeline
<p>The Arc of PA partnered with Mary Jo Podgurski to train staff and consultants on the Me Too curriculum. Additional training on the Inside Out program; an innovative approach to child abuse prevention that is body-positive, affirming, and empowering is ongoing. Staff became Master Facilitators of the Inside Out Curriculum.</p>	<p>The Arc PA staff and consultants</p>	<p>Ongoing</p> <p>Training completed. Master Trainers continue to train school district personnel and others using the Me Too Curriculum.</p>
<p>The Arc of PA's recent Advocacy & Policy Conference showcased this issue in two sessions: <i>Unpacking the Dynamics of Sexual Violence- PCAR, SAU1</i> and <i>Me Too: Every Person is A Person of Worth</i>. Materials from this session are posted on our website.</p>	<p>The Arc PA stakeholders</p>	<p>Ongoing web based access</p>
<p>PA Message, readership of 10,000 +, will be dedicated to informing stakeholders about this issue.</p>	<p>The Arc of PA Stakeholders, including members of the PA House and Senate, and the PA Congressional delegation</p>	<p>October 2018 - December 2018</p>
<p>Broadly disseminate PCAR's A Guide for Friends, Family & Care Providers of Sexual Violence survivors Who Have Disabilities and use information as a template for all our work.</p>	<p>The Arc of PA stakeholders through membership, Facebook and Twitter</p>	
<p>The Arc of PA and its local chapters will review current policies/practices in order to assure there are no</p>	<p>The Arc of PA Board of Directors</p>	<p>December 2018</p>

barriers to reporting abuse and that all staff and consultants follow ODP's incident management procedures.		
Advocate for full implementation of HB 1124 amending Title 18 (Crimes and Offenses) further providing for the offense of neglect of care-dependent person and providing for the offense of abuse of care-dependent person.	The Arc of PA, Board of Directors and staff	Ongoing

Future Commitments to Action:

Describe how your organization will keep a focus on preventing sexual abuse going forward.

The issue of abuse and in particular, sexual abuse, continues to be a key issue for The Arc of PA. Our Board of Directors, staff, local chapters, and members will continue to ensure that stakeholders and professionals in the field are educated on best practices, as well as, reporting, and prevention strategies. The Arc of PA will continue to develop expertise among our own staff and constituents, as well as partnering with governmental and other organizations that can assist in the areas of reporting, prevention, and healing. We are committed to education via our social networks and materials, and conferences.