



The Provider Alliance
SHARING IDEAS, RESOURCES, AND PURPOSE

Call to Action:
Sexual Health, Personal
Relationships, and Sexuality
June 14, 2018



Our Homework:

Our meeting ended with a commitment from each organization to work on this issue during the next two months. Each organization will explore what it can do with its own members to educate, support, to engrain within organizations' practices that will not only prevent sexual abuse, but also assure that everyone enjoys their right to have a healthy, consensual sexual life. Creating an action plan that integrates all of our efforts will have a greater impact than anything we can do alone.



Sexual Health, Personal Relationships, and Sexuality Guidelines

The Objectives of These Guidelines Are to:

1. Promote an environment where individuals with disabilities have the right to pursue personal relationships and their sexuality and experience a life that is no different than that of individuals without disabilities, without being neglected, exploited, or abused.
2. Ensure that individuals with disabilities have the same opportunity to receive accurate sexual health and relationship information as individuals without disabilities.
3. Establish an expectation that provider agencies develop or review their policies on sexual health, personal relationships, and sexuality. The policies should support the concept of Everyday Lives and be consistent with the below considerations.



Sexual Health, Personal
Relationships,
and Sexuality Guidelines
(Provider Recommendations)

Recommendations for Providers That Are Consistent with
Everyday Lives

1. Provide an environment where individuals with disabilities can live like individuals without disabilities and not be neglected, exploited, or abused.
2. Allow individuals with disabilities to access supports in a manner that ensures their privacy. Privacy covers all forms of communication. Information regarding an individuals' sexual health, personal relationships, and sexuality is private and must be treated with respect and dignity and handled in a professional manner.



Sexual Health, Personal
Relationships,
and Sexuality Guidelines
(Provider Recommendations)

Recommendations for Providers That Are Consistent with
Everyday Lives

3. Have a positive policy on sexuality that is consistent with the values of Everyday Lives. A positive policy is one that acknowledges and supports a person's right to have a healthy, consensual sexual life, such as hand holding, going on dates, etc., opposed to a negative policy that focuses on "no and can't" in terms of personal relationships. The policy should be reviewed annually by a cross-disciplinary team that includes administrators, direct support professionals, individuals with disabilities, and family members.



Sexual Health, Personal Relationships,
and Sexuality Guidelines
(Provider Recommendations)

Recommendations for Providers That Are Consistent with
Everyday Lives

4. Provide accessible and appropriate education, information, and resources that address sexual health, personal relationships, and sexuality needs.
5. Ensure that organizational and managerial resources are available to staff to support individuals with disabilities that have issues related to sexual health, personal relationships, or sexuality.
6. Provide resources and training for all staff on understanding, supporting, and responding to sexual health, personal relationships, and sexual issues.



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Sexual Health, Personal Relationships, and Sexuality Guidelines (Applying Everyday Lives)

Everyday Lives Values as They Apply to Sexual Health, Personal Relationships, and Sexuality

1. **Individuals with disabilities are sexual human beings with their own cultural, religious/faith, ethnic, and family values.**
2. **Individuals with disabilities have the right to enjoy their personal relationships and sexuality in a safe, consensual, and legal manner, while respecting the rights of others.**
3. **Individuals with disabilities have the same basic rights as individuals without disabilities to self-identify their gender, sexual orientation, and sexual preferences.**
4. **Individuals with disabilities have the right to accessible and appropriate education, information, and resources that address their individual personal relationships, sexual health, and sexuality needs.**



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Sexual Health, Personal Relationships, and Sexuality Guidelines (Applying Everyday Lives)

Everyday Lives Values as They Apply to Sexual Health, Personal Relationships, and Sexuality

5. Individuals with disabilities have the right to privacy when accessing supports and have the right to have information about their personal relationships remain private unless they consent to a disclosure. Privacy covers all forms of communication. Information regarding an individual's personal relationships, sexual health, and sexuality should be considered private and must be treated with respect and dignity.
6. Individuals with disabilities have the right to enjoy relationships and to express their sexuality in a safe manner.
7. Individuals with disabilities have the right to have their sexual health and personal relationships supported by knowledgeable provider agency staff and a knowledgeable Individual Support Plan team.



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VALUES STATEMENTS

WHAT IS IMPORTANT
TO PEOPLE WITH
DISABILITIES

EVERYDAY LIVES IN ACTION: MY LIFE, MY WAY

CONTROL: I have control over all areas of my life. My family, supporters, and community know these are my decisions and work with me to achieve greater control.

CHOICE: I decide everything about my life. My family, supporters, and community help me learn about opportunities and together we make them happen.

FREEDOM: I have the same rights as all other members of the community and I can fully use them. My family, supporters, and community respect my rights.



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*Everyday
Lives*

EVERYDAY LIVES IN ACTION: MY LIFE, MY WAY

HEALTH AND SAFETY: I am healthy and safe in all areas of my life. I, my family, supporters, and community balance health, safety, and risk according to my wants and needs.

RELATIONSHIPS: I decide who is in my life: friends, family, partners, neighbors, pets, and others in the community. My family, supporters, and community respect the relationships I choose and support me to form new relationships.

INDIVIDUALITY: I am respected and valued for who I am and want to be. My family, supporters, and community treat me with dignity and support me in a person-centered way.

COMMUNICATION: I am listened to and understood; my input is valued. My family, supporters, and community listen to me and communicate in ways that work for me.

ADVOCACY: I am the best person to let others know what I want and need. My family, supporters, and community listen to me and understand what I want and need, and assist me to be heard by others.



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VALUES IN ACTION: RECOMMENDATIONS



1. ASSURE EFFECTIVE COMMUNICATION



Every person has an effective way to communicate in order to express choice and ensure their health and safety. All forms of communication should consider and include the individual's language preferences and use of current technology.

2. PROMOTE SELF-DIRECTION, CHOICE, & CONTROL



Personal choice and control over all aspects of life must be supported for every person. Choice about where to live, whom to live with, what to do for a

living, and how to have fun all are key choices in life, as are seemingly small choices, such as what to eat, what to wear, when to wake up in the morning, and when to go to bed. It is important to be able to trust the people who provide assistance, to feel confident that they respect you and your right to manage your life, and to enjoy each other's company.

Self-direction works when individuals have clear and understandable information, opportunities to exercise choice, and assistance with making decisions when needed. Self-direction is only possible when family, friends, and people who provide supports respect the individual's preferences and their right to make mistakes and facilitate the implementation of the individual's decisions.



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VALUES IN ACTION: RECOMMENDATIONS



5. PROMOTE HEALTH, WELLNESS, AND SAFETY



Promote physical and mental health, wellness, and personal safety for every individual and their family. Promoting physical and mental health means providing information about health and wellness, emotional support, and encouragement. Tools that help every individual adopt a healthy lifestyle — including good nutrition, healthy diets, physical activity, and strategies to reduce and manage stress and protect oneself from all types of abuse and exploitation — must be provided.



VALUES IN ACTION: RECOMMENDATIONS



7. DEVELOP AND SUPPORT QUALIFIED STAFF



People with disabilities receiving services benefit when staff who support them are well trained. Values, ethics, and person-centered decision-making can be learned and used in daily practice through mentorship and training. Providing professional training that strengthens relationships and partnerships between individuals, families, and direct support professionals will improve the quality of support.

11. INCREASE COMMUNITY PARTICIPATION



Being involved in community life creates opportunities for new experiences and interests, the potential to develop friendships, and the ability to make a contribution to the community. An interdependent life, where people with and without disabilities are connected, enriches all of our lives.



Nancy Thaler ISAC Call to Action, April 17, 2018:

We have to make sure that....

- *Children and adults develop a sense of mastery over their bodies, know where boundaries are and feel empowered to set limits,*
- *Families have information, training and support*
- ***Adults have access to appropriate education, information, and resources that address sexual health, personal relationships, and sexuality needs.***
- *Direct Support Staff have resources and training on understanding, supporting, and responding to sexual health, personal relationships, and sexual issues*
- *Everyone knows how to report suspected abuse*
- *Criminal justice professionals understand the issues and are equipped to move forward with investigations and prosecutions*
- *Trauma is recognized and people are supported to recover*



Let's Get Specific

The Provider Alliance Plan will pursue

1. Policy & Resource Development
2. Employee Training & Education
3. Community Outreach to Schools & Law Enforcement
4. Partnerships with Local Businesses
5. Collaboration Among Members
6. Improved Satisfaction & Self-Assessment Scores for Individuals, Families, Caregivers, Provider Administration



Let's Get Specific

Strategic Themes

1. Awareness
2. Engagement
3. Competency
4. Capacity
5. Satisfaction

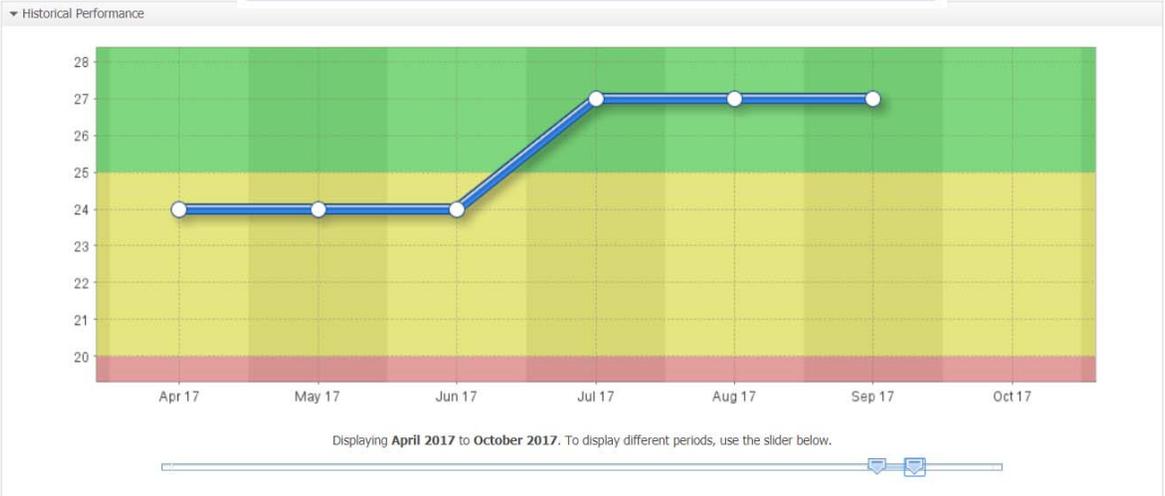
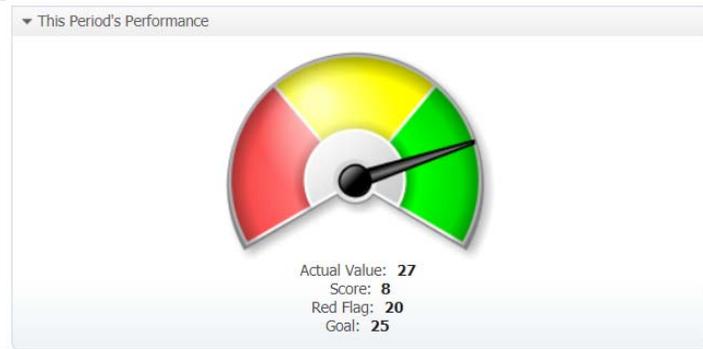


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Balanced Scorecards Overview June 2018

- [-] ! Everyday Lives: Values in Action
 - Assure Effective Communication
 - Promote Self-Direction, Choice, and Control
 - Increase Employment [Everyday Lives]
 - ! Increase Employment [Provider Strategy]
 - ★ Educate Local Employers
 - Number of Community Employers Engaged
 - Number of Local Employers Employing People with ID
 - ★ Employment Support
 - Number of Employees with CESP or ACRE Certification
 - Number of people with authorized employment services
 - ★! Consumer Employment
 - Number of people with a job in the community
 - ! Number of people in integrated work environments
 - ! Number of people competitively paid
 - ★ Employment Service Financial
 - Revenue from Employment Support
 - Profit/Loss from Employment Support Services
 - Support Families Throughout the Lifespan
 - Promote Health, Wellness, and Safety
 - Support People with Complex Needs
 - Develop and Support Qualified Staff
 - Simplify the System
 - Improve Quality
 - Expand Options for Community Living
 - Increase Community Participation
 - Provide Community Services to Everyone
 - Evaluate Future Innovations Based on Everyday Lives Principles



Series Color	Scorecard Object	Organization	Series	April 2017	May 2017	June 2017	July 2017	August 2017	September 2017	October 2017
Actual Value	Number of people with authorized employment services	ISAC Everyday Lives	Actual Value	24	24	24	27	27	27	



Let's Get Specific

Initial Outreach to Partners for Materials & Resources

1. HCQUs: KEPRO and Milestone HCQU West
2. Temple University Institute on Disabilities
3. Safer Options
4. Allegheny County Administrative Entity
5. ASERT
6. Self-Advocates
7. Family Members



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About The Provider Alliance

The Provider Alliance is a not-for-profit association for organizations providing supports to people with *intellectual disability* and their families. TPA is committed to addressing organizational challenges more effectively and efficiently through collaborative efforts, information sharing and the constructive exchange of ideas. [Continue reading](#)

UPCOMING EVENTS

TPA June Membership Meeting

📅 June 29, 2018

🕒 9:00 am - 11:00 am

TPA Employment Workgroup

📅 June 29, 2018

🕒 11:00 am - 1:00 pm

CALL TO ACTION: SEXUAL HEALTH, PERSONAL RELATIONSHIPS, AND SEXUALITY

[The Sexual Assault Epidemic No One Talks About](#)

[Six Stages of Empowerment](#)

[NADSP Statement on Sexual Violence and Abuse](#)

[A Message from Nancy Thaler](#)

Challenges & Opportunities

Dignity of risk is the idea that self-determination and the right to take reasonable risks are essential for dignity and self esteem, thus should not be impeded by excessively cautious caregivers concerned about their duty of care. This concept is applicable to adults who are under care such as elderly people, disabled people, [\[2\]](#) and people with mental health problems. [\[3\]](#)



The concept was first articulated in a 1972 article *The dignity of risk and [ID]* by Robert Perske; from Wikipedia, the free encyclopedia.



Challenges & Opportunities

Subject Matter Bias & Discomfort with Sexuality

Supporting and Promoting Sexual Health, Personal Relationships, and Sexuality for others does not come naturally to most.





Challenges & Opportunities

Unique Characteristics Among Provider Community

Providers have different political structures, religious affiliations, culture, values, and philosophies. All of these of create the lens through which individual organizations view these issues and their solutions.





Summary & Immediate Next Steps

The following are the prerequisites to establish our program and establish appropriate metrics to set milestones, track progress, and measure performance:

1. Website Messaging & Social Media Presence
2. Development of Survey Tools to Determine Baseline Data & Information
3. Self-Assessment of Provider Policies & Practices for Efficacy
4. Collaboration with ISAC Partners for Available Resources

At the end of the day our program is intended to enhance resource development for providers, and satisfaction levels reported by caregivers, family members, self-advocates, and providers.

We believe outreach helps to accomplish those goals more effectively, and creates greater awareness, responsiveness, and capacity in our local communities.



Questions & Feedback

