

# Action Plan:

## Information Sharing and Advisory Committee (ISAC) Plan For Sexual Abuse Prevention and Healthy Relationships



**pennsylvania**  
DEPARTMENT OF HUMAN SERVICES

OFFICE OF DEVELOPMENTAL  
PROGRAMS



# Action Plan

## Introduction

The Department of Justice reported that people with intellectual disabilities are sexually assaulted at seven times the rate of those without a disability. This is almost certainly an underestimate because:

- The Justice Department numbers only count people ages 12 and older.
- The numbers from household surveys don't include people living in institutions and the 373,000 people living in group homes. (Shapiro, 2017, NPR-Special Investigation-"Abused and Betrayed").

The #MeToo and #TimesUp movements have raised the national consciousness, illuminating how sexual assault is pervasive in our country. Yet, it is still too often ignored, downplayed, justified, or rationalized. For people with intellectual and developmental disabilities (I/DD), this suppression of the reality of sexual abuse is exacerbated because people often aren't believed or their testimony is discounted or devalued.

This document is the product of conversations and commitments made by ODP's Information Sharing and Advisory Committee (ISAC) membership and is intended to further the momentum brought on by National Public Radio (NPR)'s special investigation, "Abused and Betrayed," spearheaded by reporter Joe Shapiro. (You can find the [NPR Report on Sexual Abuse of People With Disabilities](#) online.)

At the June 2018 ISAC meeting, members shared presentations regarding efforts their organizations are making to prevent sexual abuse against individuals with disabilities. ODP requested that members submit a description of their activities, in writing, in preparation for this publication. This Action Plan represents their submissions and emphasizes the shared responsibility of everyone to help prevent sexual abuse. The objective of the ISAC Action Plan is that the I/DD community in Pennsylvania fully understands and supports the following: the individual's right to express their sexuality and have relationships; the individual's right to be free of sexual abuse; and the need for and access to treatment and trauma-informed care for people who have been victims of sexual assault.

"The numbers are staggering and they need to change. People with disabilities have long suffered abuses often without proper recourse in our legal systems, proper treatment for trauma, access to training and education on sexuality and relationships, or training in empowerment and self-determination. This Action Plan marks our community's commitment to prevention of sexual abuse." – **Kristin Ahrens, Acting Deputy Secretary**

"The numbers are staggering and they need to change...This Action Plan marks our community's commitment to prevention of sexual abuse."

– Kristin Ahrens,  
Acting Deputy Secretary



# Action Plan

## ODP Sexuality Policy and Guidelines

### Sexuality Policy:

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:

*(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.
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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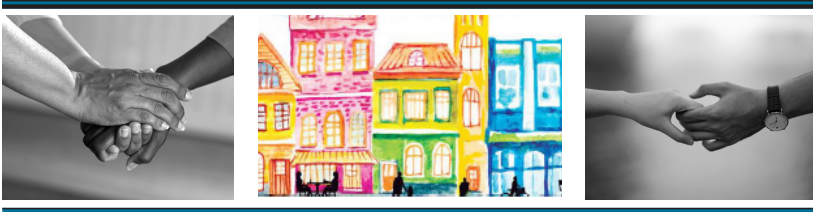
# Action Plan

## ODP Sexuality Policy and Guidelines

*continued from PAGE 3*

### 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.
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.
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.



# Action Plan

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# Action Plan

Agency Name: ACHIEVA  
Address: 711 Bingham Street  
Contact: Nancy Murray  
Website: [www.achieva.info](http://www.achieva.info)



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## **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. ACHIEVA supports and empowers individuals with disabilities and their families. ACHIEVA envisions a community where disability is a distinction that makes no difference. From early intervention therapies and in-home support to older adult protective services, ACHIEVA provides services through the entire lifespan. ACHIEVA is a nonprofit parent organization that has comprehensive services and supports and serves thousands of individuals with disabilities and their families each year.

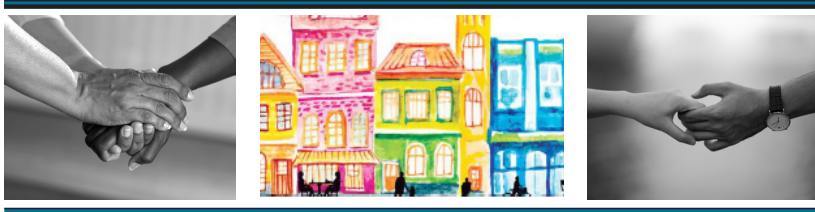
## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF ODP SEXUALITY POLICY:**

ACHIEVA promotes the rights of an individual with a disability to pursue an *Everyday Life* that encompasses meaningful relationships with others in a safe, healthy, legal manner. ACHIEVA recognizes that sexuality is a natural and integral part of an individual's life. Furthermore, ACHIEVA supports the rights of all individuals with disabilities to pursue personal relationships and explore their sexuality in a manner that is no different than those of individuals without disabilities, recognizing people with intellectual disabilities should be provided with appropriate individualized support and information. ACHIEVA also believes that the increased knowledge and awareness of this issue by all stakeholders, individuals, families, and support personnel can lessen the risk of sexual abuse and violence.

ACHIEVA acknowledges ODP's guidelines and will consider with staff, stakeholder, and board input, developing and implementing policies, procedures, and practices based on the following guidelines.

Individuals with disabilities are able to:

- Pursue sexual and personal relationships without being neglected, exploited, and/or abused
- Pursue a healthy and legally consensual sexual life that respects their cultural, religious/faith, ethnic, and family values
- Have privacy and confidentiality of their sexual health information dependent on the individual's preferences and consent to disclose
- Self-identify gender, sexual orientation, and sexual preferences
- Have access to a safe environment that minimizes victimization, violence, and abuse and responds readily to incidents to protect the health and wellness of any affected individual
- Receive comprehensive and accurate sexual health and relationship information from knowledgeable, objective, non-judgmental staff, and/or resources
- Receive appropriate, individualized support, and information



# Action Plan

Agency Name: ACHIEVA  
*continued*



As ACHIEVA develops its policies, procedures, and practices, its stakeholders (board members, families, educators, and medical, and legal community members) will be consulted about and kept informed of ACHIEVA's advocacy for individuals with disabilities to pursue personal and sexual relationships through the promotion of accessible and appropriate education, information, and resources.

ACHIEVA will continually monitor and evaluate any policies, procedures, and practices that result from this endeavor so that all individuals' are able to lead an *Everyday Life* and maintain safe and healthy relationships where sexual violence, abuse, and/or victimization are prevented.

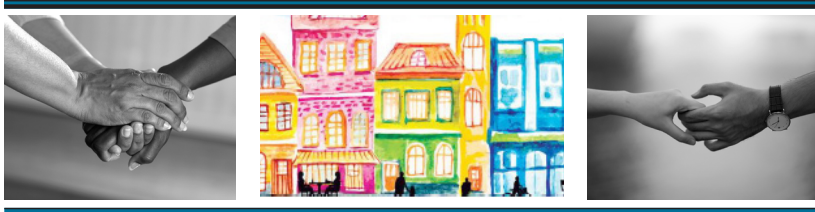
ACHIEVA further commits to continued discussions on safe sexual health promotion in our alliances with The Arc of Pennsylvania, Rehabilitation and Community Providers Association, The Provider Alliance, and ODP ISAC.

## **ACTION PLAN:**

- Policy development and continual review targeting trustees, executives, and senior staff by March 2019 and ongoing.
- Policy and procedural education of an individual's sexuality rights targeting all employees by March 2019, and ongoing.
- Outreach/communications targeting families, and community partners (education, medical, law enforcement) by May 2019, and ongoing.
- Curriculum and educational development targeting individuals with disabilities by July 2019, and ongoing.

## **FUTURE COMMITMENTS TO ACTION:**

ACHIEVA will continually educate and provide guidelines and procedures for Direct Support Professionals (DSPs) on the rights of individuals to pursue healthy, safe, legally consensual sexual relationships, and provide them with the tools to promote self-determination and self-advocacy in a manner that minimizes victimization and abuse. ACHIEVA will actively raise awareness of sexual health education and its effect on minimizing victimization and abuse through ongoing internal and external communications for individuals with disabilities, families, and community partners. We will attend and participate in conferences and workshops that address the sexuality of individuals with disabilities and sexual violence prevention. We will continually promote safety and incident reporting and investigate educational curriculum within the agency to minimize victimization, abuse and/or neglect, and promote self-determination. ACHIEVA will also internally and externally communicate the contact information for ChildLine, Adult Protective Services, and Older Adult Protective Services to encourage people to report suspected cases of abuse, neglect, abandonment, and exploitation.



# Action Plan

Agency Name: The Alliance  
of Community Service Providers  
Address: 3300 Henry Ave., Suite 100,  
Philadelphia, PA 19129

Contact: Cherie Brummans, Executive Director

Website: [www.thealliancecsp.org](http://www.thealliancecsp.org)



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## ORGANIZATION REACH

The Alliance of Community Service Providers is a professional membership organization representing more than 55 nonprofit and for-profit organizations in Southeastern Pennsylvania that provide supports and services for adults and children with intellectual disabilities, those with mental health issues, and people recovering from addictions. Together, the members of the Alliance serve more than 200,000 people annually, employ tens of thousands, and generate hundreds of millions of dollars in economic activity.

## ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:

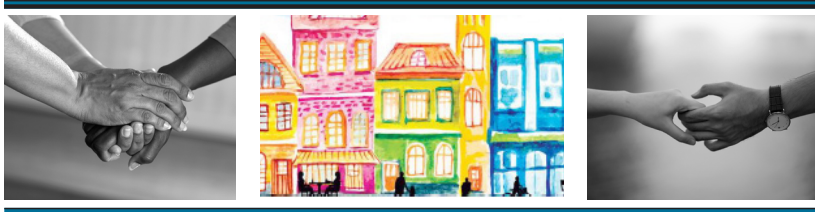
In addition to continuously discussing the topics at meetings with middle management and executive (C-suite) leadership, we can make a much bigger impact by offering trainings that are easily accessible to our members and their staff. By providing a wide variety of trainings pertaining to sexual abuse and trauma throughout the years to come, we believe that we have a chance of changing the DNA of organizations and employees.

**ACTION PLAN:** The Alliance will provide trainings around three main pillars: Healthy Sexuality, Sexual Abuse, and Trauma. We will offer trainings across the span of human services, as this is something we need to address systemically and not in silos. In addition to serving vulnerable people, many employees, including CEOs, tend to work in several different areas of human services and often do it simultaneously.

- Healthy Sexuality – learn about the importance of healthy sexuality and what it looks like
- Sexual Abuse – what is sexual abuse, how can you recognize signs from someone who's been abused? What do you do when you suspect sexual abuse? How do you best support individuals who have been sexually abused?
- Trauma – What is trauma? How do traumatic experiences impact everyday life? Who has experienced trauma and how can we best support them? How do traumatic experiences impact the way employees deal with the individuals they support?

The topics will be integrated in all our training and will be available to four different groups: Individuals, Parents/Family Members/Caretakers, DSPs, CEOs/Upper Management (this training will be provided by a third party, as it requires legal expertise). It will address these three topics in the following settings: Community Participation, Residential, Working, Personal Home.





# Action Plan

Agency Name: The Alliance  
of Community Service Providers  
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We are committed to providing a schedule of trainings throughout 2018/2019. After one year of trainings, we will re-evaluate to see what trainings we should bring back, build upon, and/or offer deep-dives upon.

**FUTURE COMMITMENTS TO ACTION PLAN:**

The Alliance is dedicated to offering continued trainings around these topics in future years. We believe that it will become even more important to provide trainings around sexuality, sexual abuse, and trauma across all human services and across all levels of employees, from DSPs to CEOs.



# Action Plan

Agency Name: The Arc of Pennsylvania  
Address: 301 Chestnut Street, Suite 403, Harrisburg, PA 17101  
Contact: Maureen Cronin, Executive Director  
Website: [www.thearcpa.org](http://www.thearcpa.org)



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## ORGANIZATION 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 more than 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:

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 Arc network. We have a long history of addressing the issue of abuse and combating 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:

- Supporting education that views people with disabilities as full and contributing members of their community, members that bring value and have voice.
- 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:

The Arc of PA partnered with Mary Jo Podgurski to train staff and consultants on the *Me Too* curriculum. The Arc of PA provided additional training on the Inside Out program, an innovative approach to child abuse prevention that is body-positive, affirming, and empowering. Staff became Master Facilitators of the Inside Out Curriculum. The training’s targeted audience is The Arc PA staff and consultants. This training will be ongoing. Master Trainers will continue to train school district personnel and others using the *Me Too* Curriculum.

The Arc of PA’s recent Advocacy & Policy Conference showcased this issue in two sessions: “Unpacking the Dynamics of Sexual Violence”- PCAR, SAU1 and “Me Too: Every Person is A Person of Worth.” [Materials from this](#)



# Action Plan

Agency Name: The Arc of Pennsylvania  
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[session are posted on our website](#). This training targeted The Arc PA stakeholders. It is ongoing and contains web-based access.

## **FUTURE COMMITMENTS TO ACTION PLAN:**

PA Message, a publication with a readership of more than 10,000, will be dedicated to informing stakeholders about this issue. The newsletter targets The Arc of PA Stakeholders, including members of the PA House and Senate and the PA Congressional delegation. (Already, the December 2018 newsletters focused on this issue.)

We will 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, targeting stakeholders through membership, Facebook, and Twitter. This will be ongoing.

The Arc of PA and its local chapters reviewed current policies/practices to assure there are no barriers to reporting abuse and that all staff and consultants follow ODP's incident management procedures. This will be ongoing.

We will advocate for full implementation of HB 1124 amending Title 18 (Crimes and Offenses), which further provides for the offense of neglect of care-dependent person and provides for the offense of abuse of care-dependent person. Ongoing training is targeted at The Arc of PA, Board of Directors, and staff.

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 its 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.



# Action Plan

Agency Name: ASERT

Partners: UPMC Center for Autism and Developmental Disorders, Penn State Hershey Division of Autism Services, and A.J. Drexel Autism Institute

Contact: 1-877-231-4244, [info@paautism.org](mailto:info@paautism.org)

Website: [PAAutism.org/BeSafe](http://PAAutism.org/BeSafe)



## **ORGANIZATION 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 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 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 under-served populations.

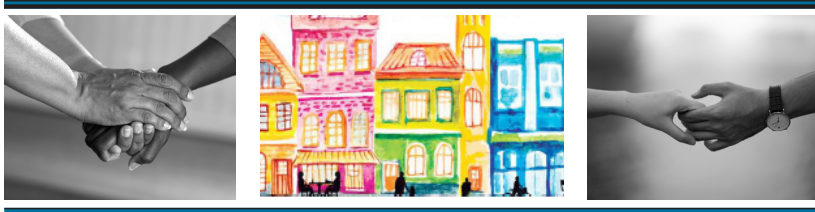
## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:**

ASERT has more than 8,000 subscribers to its monthly newsletter and more than 3,000 followers of its social media platforms (Facebook, Twitter, and Instagram). Its websites ([PAAutism.org](http://PAAutism.org) and [ASDNext.org](http://ASDNext.org)) have more than 20,000 users and more than 65,000 page views per quarter. ASERT's eLearning training platform averages more than 350 completed trainings per quarter. The resource center staff field more than 1,400 inquiries (phone calls, emails, direct contacts at events) annually.

## **ACTION PLAN:**

ASERT continues 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 [PAAutism.org/BeSafe](http://PAAutism.org/BeSafe) for the most recent listing of available resources, materials, and trainings.

ASERT created a Prevention Awareness Resource Package with various resources for individuals, professionals, family/caregivers, and the general public and an Interventions Awareness Resource Package for individuals, professionals, family/caregivers, and the general public. These resources are available at [PAAutism.org/BeSafe](http://PAAutism.org/BeSafe).



# Action Plan

Agency Name: ASERT  
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## **FUTURE COMMITMENTS TO ACTION PLAN:**

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

ASERT's eLearning Prevention Curriculum is available online at [PAAutism.org/BeSafe](http://PAAutism.org/BeSafe). An eLearning Intervention Curriculum should be available by March 2019.



# Action Plan

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](http://www.autismofpa.org)



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## **ORGANIZATION 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 more than 12,000 people with weekly e-news about autism information, research, and events. Members consists of approximately 72 percent family, 4 percent autistic adults, and the remainder being support providers and educators. This organization sponsors 67 various support groups across the Commonwealth.

## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:**

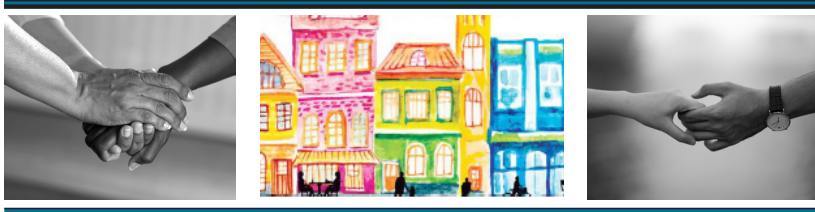
Our approach to combat all types of abuse (physical, sexual, neglect and exploitation) is to inform our readers, callers and seminar attendees about trends we see in the disability field, both positive and negative. We also collaborate with law enforcement and will train approximately 1,000 officers in 2018 in Pittsburgh and surrounding communities about how to detect, properly encounter, and support residents with autism and other hidden disabilities.

## **ACTION PLAN AND FUTURE COMMITMENTS TO ACTION PLAN:**

The Autism Connection of PA will apply for the Victims of Crimes Act Federal Grant to educate and inform people with disabilities about their rights and services designed to support them after a traumatic event/victimization. We also plan to develop and deliver training for investigators in the criminal justice system to help reduce risk from perpetrators. These initiatives will target people with disabilities and their families, law enforcement officers, district attorneys, and other allies. Timeline for these actions: July 2018 – October, 2021.

Autism of PA will investigate details of the Ohio Adult Abuse Registry and the applicability/feasibility to have a similar registry in Pennsylvania. The target audience is PA state legislators and ISAC membership, as well as stakeholders in Ohio who use the registry in hiring decisions.

Through the Vera Institute of Justice collaborative (started 2017), Autism of PA will develop and deliver cross-training in disability and victims services, targeting victim services providers in the greater Pittsburgh region, i.e. the Blackburn Center and Crisis Center North, with pilot programs launched July 2018-July 2019. We also will 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. We will teach about best prevention practices using the individual's Individual Support Plan (ISP). Target audience: Families, people with disabilities, law enforcement officers, prosecutors, legislators, attorneys, and professionals in the field, such as service coordinators. This will be ongoing.



# Action Plan

Agency Name: The Autism Connection of PA  
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Autism of PA also plans to 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, targeting law enforcement officers, legislators, parents/guardians, people with disabilities, and advocates/allies. This will be an ongoing endeavor.



# Action Plan

Agency Name: Health Care Quality Units

Contact: [PA Health Care Quality Units](#)

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## **ORGANIZATION REACH:**

The Health Care Quality Units (HCQUs) work to support and improve the health information and knowledge for the intellectual disabilities community service system by building capacity and competency within the physical and behavioral health care systems as well as the stakeholders of the ID system. There are eight HCQUs across Pennsylvania:

- Central PA Health Care Quality Unit — (Geisinger)
- Eastern PA Health Care Quality Unit — (Advocacy Alliance)
- Northeastern PA Health Care Quality Unit — (Advocacy Alliance)
- Northwest PA Health Care Quality Unit — (Milestone HCQU Northwest)
- Philadelphia Coordinated Health Care — (PMHCC, Inc.)
- South Central PA Health Care Quality Unit — (Advocacy Alliance)
- Southwestern PA Health Care Quality Unit — (KEPRO)
- Western PA Health Care Quality Unit — (Milestone HCQU West)

## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:**

The eight Health Care Quality Units (HCQUs) that span the commonwealth have collaborated in the development of a [HCQU Training and Resource Guide, "Sexuality: Education and Abuse."](#) 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 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. 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.

All HCQUs will collaborate with ASERT's Social Media Campaign resources related to Sexual Abuse/Victimization from the University of South Carolina that is currently under construction by Central ASERT and 2 HCQUs (Central and South Central). Geisinger Central HCQU will continue with the initiatives of ODP Statewide Committee Concerning Sexual Health, Personal Relationships, and Sexuality (Bulletin/Announcement 4/13/2018).

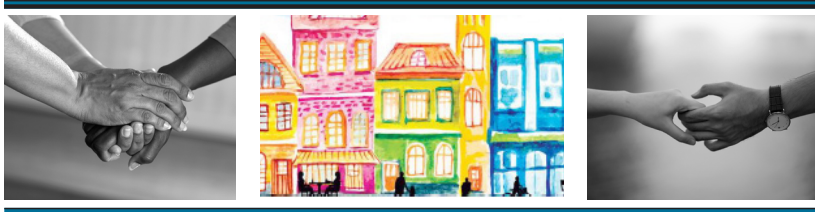
## **ACTION PLAN:**

Central:

We have purchased a curriculum from "The Center for Relationship & Sexuality Education (CRSE) at Oak Hill." Visit [www.oakhillct.org](http://www.oakhillct.org) for more information about their educational materials.

Eastern: Collaborate with the ASERT Social Media Campaign resources related to sexual abuse/victimization from the University of South Carolina that is currently under construction by Central ASERT and 2 HCQUs (Cen-





# Action Plan

Agency Name: Health Care Quality Units  
Contact: [PA Health Care Quality Units](#)

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tral and South Central). Collaborate with the [ODP Statewide Committee Concerning Sexual Health, Personal Relationships, and Sexuality](#) (Bulletin 00-18-01)/Announcement 4/13/2018).

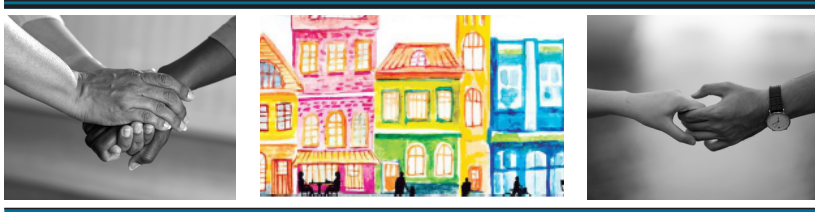
Northeastern:

The Northeastern PA HCQU has a Behavioral Health Coordinator, who is also a Certified Sexuality Educator and does most of the education. Nurses discuss physical sexual health topics, such as STDs. The Behavioral Health/Certified Sexuality Educator usually adheres to [SIECUS](#), the Sexuality Information and Education Council of the United States. A [questionnaire is conducted](#) about the knowledge the individual has about sexuality. Information is supplemented with a [comprehensive curriculum called FLASH \(Family Life and Sexual Health\)](#). If the focus is on abuse, a curriculum by the PA Developmental Disabilities Council called: "SAFE: Stop Abuse For Everyone" is used.

Northwestern:

Northwestern PA (Milestone) utilizes the following resources regarding education around prevention of Sexual Abuse in the I/DD community:

- Positive Choices: A Program on Healthy Relationships, Sexuality, and Safe Boundaries For Secondary Students with Intellectual and Developmental Disabilities by Lucille Martin Duguay, LCSW, through Oak Hill. We are currently piloting this curriculum (which we adapt as necessary for adults) with one of our providers.
- Sexuality Education for Adults with Developmental Disabilities by Katherine McLaughlin, Karen Topper, and Jessica Lindert, through Planned Parenthood. We have not utilized this curriculum in its entirety, but have found it useful for person-centered technical assistance (PCTA).
- Sex Education Activities by Patricia Rizzo Toner. We sometimes use activities for PCTA.
- Publications, conference materials, etc. from Dave Hingsburger, Shawn McGill, and Lisa Mitchell are also utilized frequently for PCTA.
- We developed a two-part Public vs. Private training. The first session discusses places, areas of the body, and behaviors that are public/private, while the second session involves role play and discussion of various scenarios to improve individuals' skills in responding to situations in which their boundaries may be violated.
- For staff, we utilize "Is This Abuse?" an essential training program for all direct care staff working in the field of Developmental Disabilities from YAI National Institute for People with Disabilities. We supplement this with additional information on recognizing signs that sexual abuse may be occurring.



# Action Plan

Agency Name: Health Care Quality Units  
Contact: [PA Health Care Quality Units](#)

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Southcentral:

Training Topics including:

- “Public vs. Private,” covering conversations, activities/behaviors, places, and body parts
- Relationships
- Online and social media safety
- Styles of communication, focusing on assertiveness and self-advocacy
- Exploitation
- Understand the body
- Sexually transmitted diseases/infections
- Consent
- Legal vs illegal sexual activity

Southeastern:

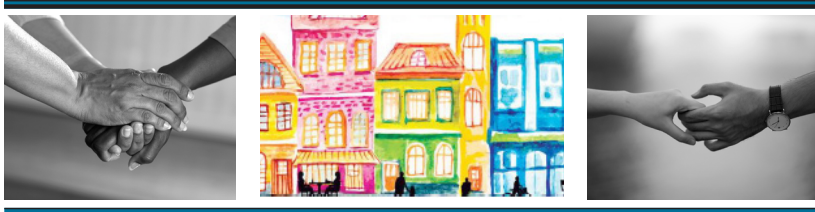
PCHC continues to work collaboratively with various agencies that support individuals who have been victims of abuse. PCHC has created two documents as educational resources on this topic: Let’s Talk About Sexual Abuse and Sexual Abuse Brochure. Both can be accessed on the [PCHC website](#). PCHC is currently collaborating with the Eastern ASERT on developing a joint Sexuality Training and Resources to be shared between the HCQU and ASERT for ID and Autism. PCHC is working on developing a new training curriculum in collaboration with The Alliance (Philadelphia Provider Association) regarding healthy sexuality and sexual abuse. Also, PCHC plans on sponsoring a regional training with a psychologist who specializes in sexual abuse and trauma. PCHC will continue to provide Healthy Relationship Training to individuals and families.

Southwestern:

Develop/continue with trainings and resources specific to sexual abuse/anti-victimization, targeting staff and self-advocates.

Resources include:

- Circles Training – Levels I and II
- Life Horizons I and II – Sex Education for Persons with Special Needs
- Sexuality Resources for Family Members and Direct Care Professionals of People with Intellectual/ Developmental Disabilities (I/DD) – [posted on website](#)



# Action Plan

Agency Name: Health Care Quality Units  
Contact: [PA Health Care Quality Units](#)

*continued*

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Western:

Develop/continue in-person training for staff, in-person training for people with IDD, recorded webinar, videos/DVDs, binder/handbook curriculum, books, pamphlets, or handbooks. Also, Milestone HCQU West has hosted the presentation “Interviewing Child and Adult Victims with Disabilities” by Scott Modell, Ph.D., on six occasions in our region. The primary goal of this training is to provide information to the criminal justice/judicial systems and intellectual disability community on the best practices for working with people with disabilities who have been victimized. This training arms investigators with additional skills to successfully interview someone so that may gather information to assist in the prosecutorial process. Dr. Modell frequently works nationally and internationally with government, police departments, and providers to decrease victimization in the disability community. Milestone HCQU West intends to offer this training in three additional counties in 2019.



# Action Plan

Agency Name: Institute on Disabilities,  
Temple University  
Address: 1755 N 13th Street, Student Center  
Suite 411S, Philadelphia PA 19122  
Contact: Celia Feinstein, Executive Director  
Website: [www.disabilities.temple.edu](http://www.disabilities.temple.edu)



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## **ORGANIZATIONAL REACH:**

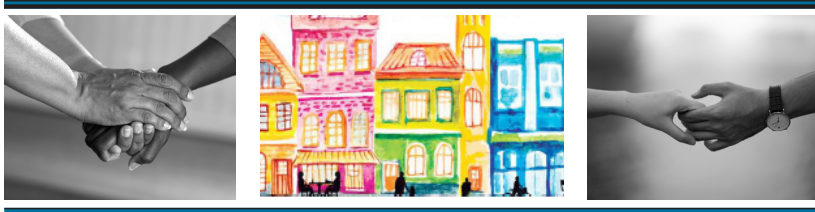
The Institute on Disabilities at Temple University is one of the 67 University Centers for Excellence in Developmental Disabilities Education, Research, and Service funded by the Administration on Developmental Disabilities, U.S. Department of Health and Human Services. Established in 1974, the Institute has mirrored the changes in the field of developmental disabilities, evolving into a model of self-determination and individualized supports in the community. During its early history, the Institute of Disabilities (IOD) provided extensive technical assistance and training to professionals in the field and later became nationally recognized for advocacy and research efforts centered on the closure of the Pennhurst Center. In the 1980s, the Institute began developing and evaluating support models for Pennsylvanians with disabilities and their families.

Much of our success in reaching the community and our constituents can be attributed to our close partnerships with statewide advocacy and self-advocacy groups, centers for independent living, Pennsylvania's Developmental Disabilities Council, Disability Rights Network of Pennsylvania, state government, specialized and generic service providers, the criminal justice system, and universities throughout Pennsylvania. The scope of work and dedication to our constituents continues to grow, touching more people with disabilities, families, communities, students, educators, employers and policymakers. Our more than 20 programs have an impact on people's lives throughout Pennsylvania, nationally and internationally

## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:**

For more than 20 years, IOD has been involved at local, state, and national levels on building awareness and capacity within the disability community to reduce the risk of sexual abuse of people with intellectual and developmental disabilities. Simultaneously, we have reached out to outside groups, such as Pennsylvania Coalition Against Rape, Pennsylvania Coalition Against Domestic Violence, Women Organized Against Rape, Network of Victim Assistance, Pennsylvania Department of Health, and many other organizations to provide cross-training and cross-educational materials on sexual abuse. We have also worked with them on developing personal safety curricula for adults with disabilities.

We have infused many of our programs, such as C2P2, IM4Q, and our post-secondary education program, leadership and career studies with topics that deal with personal safety, building positive relationships, and healthy sexuality. Additionally, Institute staff continue to present at local, regional, state, and national conferences to promote awareness of the issue of sexual violence against people with disabilities, the need for trauma-informed therapists who have experience working with people with intellectual and developmental disabilities, and the need for cross-system, cross-discipline collaboration.



# Action Plan

Agency Name: Institute on Disabilities,  
Temple University

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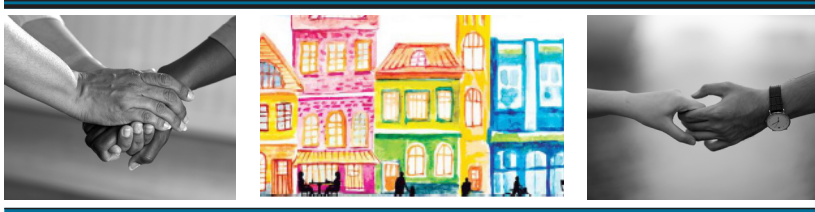
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## **ACTION PLAN AND FUTURE COMMITMENTS TO ACTION PLAN:**

The Institute is the lead on ODP's [Safer Options initiative](#). IOD worked with partners from across the state, including self-advocates, family members, provider agencies, ODP staff, support coordinators, ASERT staff, and private clinicians to create the [ODP Bulletin 00-18-01](#), Sexual Health, Personal Relationships, and Sexuality Guidelines. The Institute remains committed to work on ending sexual violence against people with disabilities.

Moving forward, the Institute will:

- Continue to work internally on infusing personal safety, risk reduction strategies, and tips on building positive relationships in our various programs.
- Collaborate with HCQUs and ASERT in developing personal safety/sexual abuse prevention training material.
- Provide a baseline tool so that training of staff on Sexual Abuse and Sexual Harassment is infused in providers annual training requirements. This would then be incorporated into the ODP Provider Self-Assessment.
- Work with Client Information System and SPIN, Inc. on developing and pilot-testing a training module designed specifically for job coaches around sexual harassment to add to the CES ACRE training. The training will focus on the following four action steps as it relates to the workplace:
  1. Value who you are and decide what's right for you
  2. Get smart about your body and protect it
  3. Treat your partners well and expect them to treat you well
  4. Build positive relationships
- Work with the College of Direct Support to develop curricular modules on sexual abuse awareness.
- Work with SPIN, Inc. on developing and pilot-testing a training module designed specifically for employees in workshops and day programs around sexual harassment to add to the College of Direct Support and MyODP. The training will focus on the following four action steps as it relates to the workplace:
  1. Value who you are and decide what's right for you
  2. Get smart about your body and protect it
  3. Treat your partners well and expect them to treat you well
  4. Build positive relationships
- Continue to take the lead on the Safer Options project.



# Action Plan

Agency Name: PAR  
Address: 4 Lemoyne Drive  
Suite 203, Lemoyne, PA 17043



Pennsylvania Advocacy and Resources  
for Autism and Intellectual Disability

Contact: Mark Davis | [par@par.net](mailto:par@par.net), (717) 236-2374  
Website: [www.par.net](http://www.par.net)

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## ORGANIZATION REACH:

PAR represents home and community-based service providers, ranging from micro-boards and small family providers to large multi-county 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 disabilities, including more than 8,000 children and adults living with autism in more than 8,000 locations in the Commonwealth, in addition to providing numerous non-residential and in-home supports. Our member organizations provide more than \$1.8 Billion in autism and intellectual disability services and supports in Pennsylvania and employ about 50,000 Direct Support Professionals in addition to administrative and other staff. Our almost daily PAR Mail publications reach more than 4,800 contacts made up of key provider contacts, family members, self advocates, the Commonwealth, 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. 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, such as friendship, families, romantic relationships, workplace relationships, and caregiver relationships.

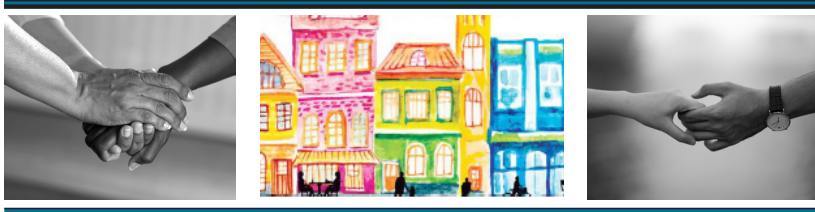
The challenge of addressing the sexual abuse of people with developmental disabilities has been embraced by PAR's Board of Directors, who have issued the challenge throughout our association and community, starting with PAR's work groups. The Board agreed that PAR's Action Plan should not be limited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

## 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 work group agenda
2. Listen to ideas and share resources
3. Encourage, support, and engage in solutions developed

The 2018 PAR Solutions Conference Committee recommended and developed the theme, "It's About Relationships." Valuing and respecting and supporting each other is learned behavior and the same principles apply



# Action Plan

Agency Name: PAR  
*continued*



Pennsylvania Advocacy and Resources  
for Autism and Intellectual Disability

whether the relationship is a paid caregiver, employer, or family member. Our marketing materials, keynoters, sessions, and speakers will all explore this topic. 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 intellectual disabilities/autism community to provide trainings.

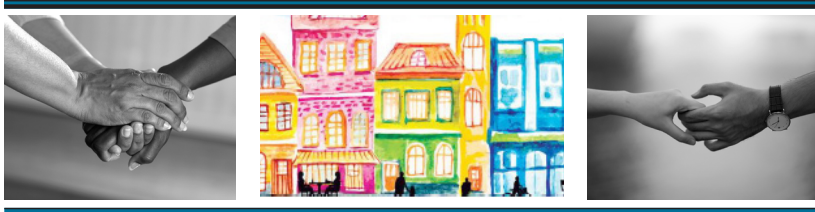
The Communications Collaborative focused on the "Building Healthy Relationships" and showcased positive examples of relationships in the Intellectual Disability and Autism community and how providers have a critical role in encouraging healthy relationships for the individuals they support. The Collaborative will develop a social media campaign leading up to PAR's Conference with the hashtag #ItsAboutRelationships. The work group on Developing Capacity to Support Individuals with High Needs 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 work group is collaborating with ODP Medical Director Dr. Cherpes to take part in ODP's Developing Capacity Building Institute and initiative.

### **FUTURE COMMITMENTS TO ACTION PLAN:**

The HR Collaborative will discuss policies and procedures relating to workplace sexual harassment and abuse by workers including legal ramifications. At the upcoming August 6, 2019 meeting, the PAR ICF/ID Work Group will discuss this topic in relation to Emergency Preparedness. Discussion will include sharing of policies and designing Emergency Preparedness Plans that support vulnerable individuals without leaving them exposed to risk of abuse. The Nursing and Health Services Work group 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. The Simplify the System Work Group will work to streamline the system in ways that can facilitate healthy relationships and prevent abuse.

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. The Values Work Group has developed a discussion paper on the value base for the ID/A system in Pennsylvania. Also, the 2380/2390 Work Group 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's website will include a section where providers can share trainings that are open to all. The site will also include resources for anyone who needs help reporting abuse or knowing their options.



# Action Plan

Agency Name: Pennsylvania Association of County Administrators of Mental Health and Developmental Services  
Address: P.O. Box 60769 Harrisburg, PA 17106-0769  
Contact: Daniel Eisenhauer, President, [DEisenhauer@dauphinc.org](mailto:DEisenhauer@dauphinc.org)  
Lucy Kitner, Executive Director, [LKitner@pacounties.org](mailto:LKitner@pacounties.org)  
Website: [www.mhdspa.org](http://www.mhdspa.org)

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## **ORGANIZATION REACH:**

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. Outreach for counties includes providers and advocacy agencies.

## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:**

One-third of our members are relatively new to their administrator roles, so therefore we want to develop educational resources for them. Sexual assault prevention strategy 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.

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. 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.

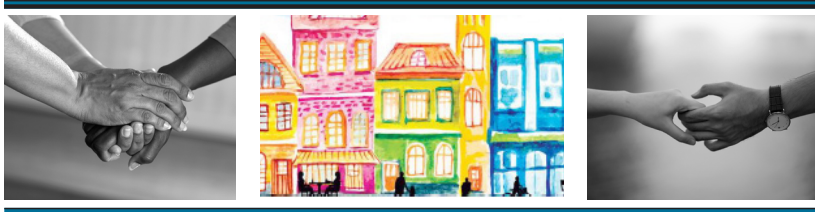
Many counties have robust protocols in place aimed at preventing sexual abuse and continually promote healthy relationships at every level within their programs. The survey noted two distinct areas in need of improvement for members: policy development and staff training. Another area for consideration, 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.

## **ACTION PLAN:**

We will collaborate with The Arc regarding local peer-to-peer education and support efforts. This will be ongoing.





# Action Plan

Agency Name: Pennsylvania Association of County Administrators of Mental Health and Developmental Services  
*continued*



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We will collaborate with The Society of County Human Resource Professionals of Pennsylvania (SCHRPP) to improve county personnel policies regarding sexual assault and general conduct requirements. This effort will be ongoing.

We will engage in strategic discussion and planning at the PACA 2018 Board Retreat. PACA MH/DS will work toward accomplishing the following objectives:

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

Work on the above goals will be ongoing.

The PACA Board also committed to providing a training session focused on addressing sexual abuse at its 2018 Fall Conference. Beverly Frantz, Ph.D., led a session entitled: "Positive Sexuality for Those in the Field of MH/DD." Dr. Frantz is the project director for the criminal justice and sexuality initiatives at the Institute on Disabilities, Temple University.

Frantz specializes in working with individuals with intellectual disabilities and autism. In particular, Dr. Frantz specializes in the intersection of healthy sexuality, sexual violence, and the criminal justice system; and on developing proactive strategies and resources to reduce the risk of sexual and domestic violence, especially for individuals with complex communication needs.

PACA will continue to provide educational opportunities as part of the organization's ongoing effort in this regard.

## **FUTURE COMMITMENTS TO ACTION PLAN:**

In addition to the above action plan, the issue will be added to annual, priority-setting discussions to form our PACA MH/DS Annual Strategic Plan.



# Action Plan

Agency Name: PADDCC

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

Contact: Graham Mullholland, Executive Director

Website: [www.paddc.org](http://www.paddc.org)



## ORGANIZATION REACH:

The Pennsylvania Developmental Disabilities Council (PADDCC) is a group 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 grants.

## ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:

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 PDDC operates in a five-year plan cycle. Our current 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. 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, PDDC awarded the Pennsylvania Coalition Against Rape (PCAR) with a grant 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. This resource is available on the Pennsylvania Coalition Against Rape website at <http://www.pcar.org/safe>.

## ACTION PLAN and FUTURE COMMITMENTS TO ACTION PLAN:

Currently, PADDCC 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,



# Action Plan

Agency Name: Pennsylvania Developmental Disabilities Council

*continued*



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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.

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).



# Action Plan

Agency Name: PA Family Network:  
A Vision for Equality Initiative

Address: Pennsylvania Place  
301 Chestnut St., Suite 401  
Harrisburg, PA 17101

Contact: Lisa Tesler

Website: [www.visionforequality.org](http://www.visionforequality.org)



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## **ORGANIZATION REACH:**

PA Family Network Advisors are strategically located across the Commonwealth. We cover all 67 counties. Our primary focus is on families, but as we engage individuals & families, we impact all those who make up their service and support systems. We are in a unique position to directly and indirectly impact a countless number of stakeholders.

## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:**

Our approach is to strengthen our knowledge of the topic, create a workshop, and provide an enriched learning environment for families by families. We will use the LifeCourse tools to help Individuals and their families (including those thought of as family) to discover what they need to know or ask about mitigating the risk of sexual abuse and forming healthy relationships.

## **ACTION PLAN:**

We will offer ongoing staff development. A work group of advisors will address the topic in our current presentations, targeting Network Advisors within the next six months. We plan to develop a workshop and materials, based on the LifeCourse Framework, to address healthy relationships and preventing sexual abuse with a target completion date of Dec. 31, 2018 for all Network Advisors.

Within one year, PA Family Network will invite experts to conduct informational sessions on the topic, including PA families, those thought of as family, and the individuals they support. (PAFN was already successful in having the topic added to the agenda of the November 2018 State Right to Education Task Force Meeting.)

PAFN plans to partner with other stakeholders to share information and resources and to conduct “Healthy Relationships & Preventing Sexual Abuse Workshops” throughout 2019 and beyond.

## **FUTURE COMMITMENTS TO ACTION PLAN:**

When we develop and ultimately present “Healthy Living: Preventing Sexual Abuse and Promoting Healthy Relationships,” we will have a permanent learning environment. The PA Family Network will continue to offer education and resources on this topic on an ongoing basis to families across all regions in PA. In supporting Families Across the Lifespan, we consider all people — all aspects of life, in all life domains, across all life stages and trajectories, in all life outcomes — the family system and cycles, policy and systems, individual and family supports, and the integrated delivery of supports.



# Action Plan

Agency Name: PA Family Network:  
A Vision for Equality Initiative

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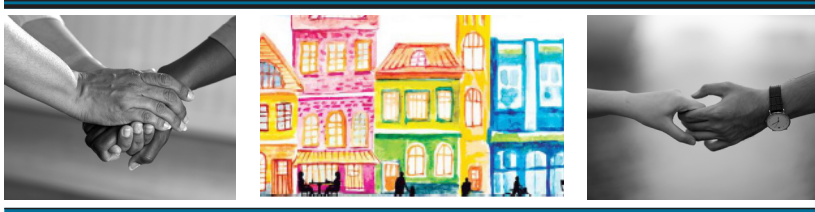


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Sexuality, sexual abuse, sex education, choice, power, and control can and should be addressed in all Life Domains: Daily Life & Employment, Community Living, Safety & Security, Healthy Living, Social & Spirituality, and Citizenship & Advocacy.

The conversation changes as we progress through the Life Stages: Infancy, Early Childhood, School Age, Transition, Adulthood, and Aging. As a living document, the LifeCourse Portfolio is the perfect vehicle to empower families. It encourages them to think in new ways, to ask questions, discover new information, and identify integrated supports and services to foster healthy sexual experiences.

We will consistently share our values: ALL people deserve healthy and loving relationships, to feel empowered to direct their own lives and make their own decisions, to be valued and respected by others, and to feel safe in their homes and communities!



# Action Plan

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 at [marians@viapa.org](mailto:marians@viapa.org)  
or Jamie Ray-Leonetti [jamie.ray-leonetti@temple.edu](mailto:jamie.ray-leonetti@temple.edu)

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

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## **ORGANIZATION REACH:**

The PA Supports Broker Network serves as a source of collaboration, education, information, networking and technical support to more than 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:**

The PA Supports Broker Network approaches can be tied directly to the three core functions of Supports Brokering: building natural supports (BNS), supporting employers (E), and assisting with waiver compliance tasks (WC).

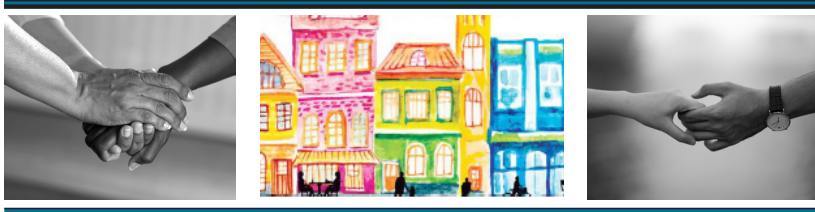
## **ACTION PLAN:**

The PA Supports Broker Network plans to develop collaborative relationships with community groups/organizations who are already addressing this issue (BNS, E). The supports Broker Network has a collaborative relationship with Temple University Institute on Disabilities, and self-advocates united as one (SAU1). We continue to build other relationships

In July 2018 and ongoing, our Quarterly Supports Broker Meetings Agendas will include education and assistance about sexual abuse/sexual violence, best practices that can be shared with Common Law and Managing Employer (E) as well as ongoing, monthly calls through the Supports Broker Network, and in response to individual requests for education or technical assistance.

We plan to ensure that education and training in the LifeCourse and Trauma Informed Care is available for Supports Brokers. We also plan to:

- Advocate to ODP for changes to the Supports Broker Certification process to include training in the LifeCourse Framework, by December 2018
- Collaborate with the PA Family Network to provide the training to Supports Brokers on the LifeCourse



# Action Plan

Agency Name: Pennsylvania Supports Broker Network  
*continued*

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Framework from January-June 2019

- Develop a Supports Broker practice so 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). Supports Brokers are encouraged to take Life Course training. Information on available training was shared with the supports broker network through listservs
- Develop standard Supports Broker practices to assist the Common Law and Managing Employers to provide orientation and ongoing 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)

We plan to 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), with the Supports Broker Certification Class and ongoing.

## **FUTURE COMMITMENTS TO ACTION PLAN:**

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

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



# Action Plan

Agency Name: The Provider Alliance

Address: 2216 Longview Drive,  
Greensburg PA 15601

Contact: Patrick DeMico, [PatrickDeMico@ProviderAlliance.org](mailto:PatrickDeMico@ProviderAlliance.org)

Website: [www.provideralliance.org](http://www.provideralliance.org)



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## **ORGANIZATION REACH:**

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 Intellectual Disability and Autism missions of our provider members.

## **ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:**

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 [ODP Bulletin 00-18-01](#) 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.

The call to action on our website has been expanded, at "Call to action: sexual health, personal relationships, and sexuality," 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.

## **ACTION PLAN:**

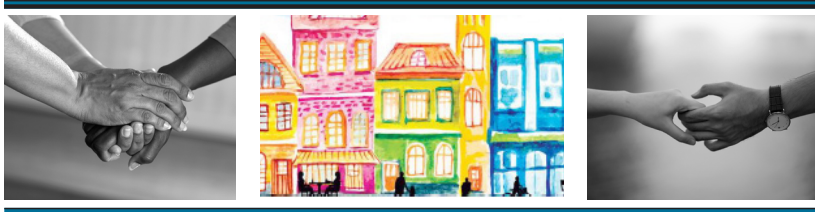
The Provider Alliance will call our members and community stakeholders to action, collaborating with Resource ISAC Members and their constituents. We conducted a baseline [survey related to policies and resources on Sexual Health, Education, and Awareness](#).

Policy, Education, Training & Resource Development of TPA Members and Local Resource Partners is to be completed by March 2019, with periodic reassessment. TPA also plans to reach out to schools, universities, law enforcement, crisis centers with a timeline of June 2019 and ongoing.

## **FUTURE COMMITMENTS TO ACTION PLAN:**

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. We have initiated conversations with self-advocates and families to ensure that we include their perspectives in our ongoing work.





# Action Plan

Agency Name: The Provider Alliance  
*continued*



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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.



# Action Plan

Agency Name: Rehabilitation and Community Providers Association  
Address: 777 E Park Drive, Ste 300, Harrisburg, PA 17111  
Contact: Richard S. Edley, PhD, President and CEO  
Website: [www.paproviders.org](http://www.paproviders.org)



## ORGANIZATION REACH:

Rehabilitation and Community Providers Association (RCPA) represents providers of health and human services committed to effective, efficient, and high quality care. With well over 300 members, the majority of whom serve more than 1 million Pennsylvanians annually, 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, Life Sharing, 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
- Serve as a resource to providers for policy development, training, and networking

## ACTION PLAN:

Schedule specific sessions at the RCPA Annual Conference that address this issue to target Providers of IDD services, DSPs, Early Intervention and Children's Services Professionals, Supports Coordinators, and Medical Professionals. This will occur annually.

Develop and commit to periodically updating a listing of resources with links for training and policy development on RCPA's website, available to all who desire the information, with the target audience as Providers of IDD services, Direct Support Professionals, Early Intervention and Children's Services Professionals, Supports Coordinators, Medical Professionals, Educators, and Transition Coordination Council Members (ongoing).



# Action Plan

Agency Name: Rehabilitation and Community Providers Association  
*continued*



Host a workshop for member agencies to address developing a policy on sexual health, personal relationships, and informed choices for individuals with disabilities with the target audience as Providers of IDD services, Direct Support Professional Staff, Supports Coordinators, Early Intervention and Children's Services, and Physical Disabilities and Aging Services Professionals. Target date is the Spring of 2019.

Highlight this topic and review our Plan of Action in RCPA News (monthly newsletter) to increase general awareness of the issue with targeted audience as all RCPA Members, Providers of Service (IDD, Mental Health, Children, Brain Injury, Medical Rehab, Physical Disabilities and Aging), Government Officials, Business Members, to be ongoing.

#### **FUTURE COMMITMENTS TO ACTION PLAN:**

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.



# Action Plan

Agency Name: Self Advocates United as 1, Inc. (SAU1)  
Address: 428 S Main St., Ste. 2 Greenville PA 16125  
Contact: Kaye Lenkner  
Website: [www.sau1.org](http://www.sau1.org)



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## ORGANIZATION REACH:

SAU1 provides peer empowerment events through the SAPNA (Self Advocacy Power Network for All), which is funded by ODP. SAU1 is also funded, in part, by four PA Developmental Disabilities Council grants as grantee or as sub-grantee. These projects also involve empowering self-advocates to be full participating members in their communities in various ways: being ambassadors at meetings important to them, engaging them in civic organizations, and supporting their work as the directors of a statewide organization. SAU1 is excited that the work will include targeted support of people in institutions and youth with disabilities, who experience sexuality and gender in diverse ways.

## ORGANIZATIONAL APPROACH TO ACHIEVING THE GOALS OF THE ODP SEXUALITY POLICY:

SAU1 strives to find, create and engage in opportunities to promote the full rights of people with disabilities to enjoy the full experience of being human, including their rights to the sexual experiences they choose, while advocating for the education and resources that help them make informed choices.

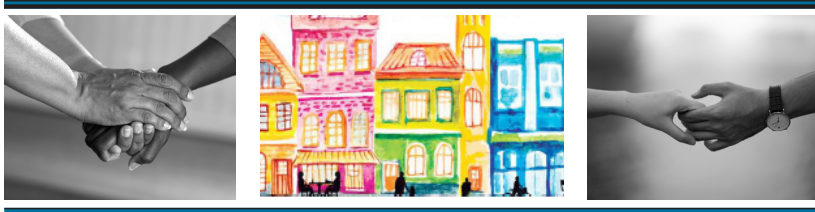
## ACTION PLAN:

Through the SAPNA project, SAU1 will hold Self Advocacy Trainings, helping others understand their rights to be informed and make their own choices in all areas of their lives. These trainings will target People with intellectual disabilities and/or autism. Allies are welcome to attend as well. These will take place through March 2019 in current contract and will be ongoing, as funded.

Through the SAPNA project, we will enhance Sexual Abuse Awareness through Peer written and led interactive empowerment events to help people identify what consent is, what sexual acts are, when such acts become sexual abuse, and to inform about people's choices on what to do if they are victims. Resources will be provided for individuals to take with them. These events will target people with intellectual disabilities and/or autism. There are 13 events planned through March 2019 in the current contract, ongoing as funded.

Through PA DDC funding, Healthy Relationships Events will focus on all relationships: what makes them good, what can make them be not good, and what do to. These will be targeted at people with developmental disabilities and their allies, starting July 2019 and running through March 2020.

SAU1 plans to have focus group on the abuse reporting procedure for ODP. SAU1 staff will work to advise ODP on the process, materials, and other items related to the way self-advocates learn about abuse and what to do about it. These groups will include and inform people with intellectual disabilities and/or autism, and facilitators. This focus group will be ongoing.



# Action Plan

Agency Name: SAU1  
*continued*



SAU1 also will continue to look for opportunities to educate and empower people and the community about the rights of people with disabilities to live full lives with a targeted audience of government, providers, families, community members, and everyone! This will be an ongoing endeavor.

**FUTURE COMMITMENTS TO ACTION PLAN:**

People’s right to speak up is most important to SAU1. We will continue to promote choice and control in people’s lives, while empowering people with the information they need to make choices that are best for them. This will be done through the opportunities we find to make sure self advocates are involved in the discussion about their own lives, working together, and being recognized as the professionals they are.

SAU1 will partner with any other organization, group or individuals to help self advocates and their allies learn about, identify, and be empowered to experience the relationships they choose in the manner they choose. We believe an important part is the knowledge to know what abuse is and what to do if it is happening to them or to others.



# Action Plan

Agency Name: Service Access and Management, Inc.  
Address: 19 North Sixth Street, Reading PA 19601  
Contact: Jim Schu  
Website: [www.sam-inc.org](http://www.sam-inc.org)



## ORGANIZATION REACH:

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:

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 psycho-education 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:

We completed face-to-face training on "Understanding Trauma/Training," targeting Supports Coordination Staff, with intent to continue offering face-to-face training for new staff members (ongoing).

Interact with Individuals and Families who have experienced trauma/training, targeting Supports Coordination Staff and Individuals/Families. Timeline: 2019.

Support individuals' informed sexual health/policy development and training, with policy development by 12/31/2018. Psycho-education for Individuals/Families to occur in 2019.

Complete service delivery functions in a trauma-informed manner (ongoing).

## FUTURE COMMITMENTS TO ACTION PLAN:

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. Comprehensive trauma-informed care in supports coordination plans include:

- I. Understanding trauma. Intended outcome(s): Recognizing Symptoms/Features of Trauma (Including Abuse, Neglect, and Exploitation)
  - Understanding etiology of trauma-related symptoms/features
  - Recognizing features of individuals with intellectual and developmental disabilities and history of



# Action Plan

Agency Name: Service Access and Management, Inc.  
*continued*



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