

Personal Lifestyle Support Inc.

April - June 2026

Volume 3 | Issue 2

MISSION STATEMENT

Personal Lifestyle Support Inc. will empower those who we support through person centered planning, helping them achieve their goals and dreams. By doing this we aspire to enhance their self-confidence and quality of life through community inclusion.

We will work together by keeping the focus on person centered support to promote healthy self-esteem. We will continue to offer the highest level of quality service with strong ethics and integrity.



Stay Updated with PLS!

We're pleased to share that the **2025 Annual Business Analysis and Quality Assurance Review** will soon be taking place at PLS website! www.personallifestylesupport.com

This important review helps us reflect on our services, celebrate our successes, and identify opportunities for growth as we continue to provide high-quality support to the individuals we serve. We look forward to engaging in this process and strengthening our commitment to excellence across our programs.

We're excited to announce that our **Annual Individual Appreciation Day** will be taking place on **June 10th**! This special event is all about celebrating the incredible individuals we support and the meaningful connections we share within our community.

Come join us for a fun celebration, connection, and appreciation as we gather for PLS's Annual Individual Appreciation Day a day of fun yard games, pizza, and great company. It's a wonderful opportunity to come together, have fun, and show our appreciation for one another.

Invitations will be sent out soon, and we kindly ask that you RSVP at that time. Families and home shares are warmly invited to attend—we look forward to celebrating with you all!

“at PLS we believe success is measured through happiness”

Reminders!

Heat Reminders for Summer

As the weather heats up, here are a few quick tips to stay safe:

- **Hydrate Often:** Drink plenty of water throughout the day.
- **Take Breaks:** Rest in shaded or cool areas whenever possible.
- **Wear Light Clothing:** Choose breathable fabrics to stay cool.
- **Watch for Heat Exhaustion:** If you feel dizzy, nauseous, or excessively sweaty, take action by resting and hydrating.
- **Protect Yourself from the Sun:** Use sunscreen, wear a hat, and sunglasses.

Stay safe, stay cool, and take care this summer!

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VISION STATEMENT

The vision of Personal Lifestyle Support Inc. is to create a world where every individual, regardless of their abilities or challenges, is valued, included, and empowered to reach their full potential. We envision a society that celebrates diversity, embraces inclusion, and fosters a culture of respect, dignity, and opportunity for all.



Mark Your Calendars!



April 2026



Office Closure:

Good Friday – **April 3rd**
Easter Monday – **April 6th**

Friday Night Dances @ PRC

10th – Easter, wear pastel or bunny ears!
17th – Superheroes & Villains!
24th – Western!
\$5 entry, chips & pop! 7pm – 9pm

Parkinson Awareness Month

April Fools! – April 1st
World Autism Awareness Day – April 2nd
National Pet Day – April 11th
Earth Day – April 22nd



May 2026

Office Closure:

Victoria Day – **May 18th**

Friday Night Dances @ PRC

8th – Disney!
22nd – Hawaiian, wear Hawaiian shirts, leis or shades!
\$5 entry, chips & pop! 7pm – 9pm

Borderline Personality Disorder Awareness Month
MS Awareness Month
National Sun Awareness Month

Safety & Health Week – May 4-9th
Mental Health Week – May 4-10th

Star Wars Day – May 4th
Cinco de Mayo – May 5th
Mothers' day – May 10th
World Schizophrenia & Psychosis Day – May 24th
World Multiple Sclerosis Day – May 30th

June 2026



Friday Night Dance @ PRC

5th – Glow!
12th – Regular Dance
19th – Summer Solstice, wear shorts shades & summer colors!
\$5 entry, chips & pop! 7pm – 9pm

ALS Awareness Month
Brain Injury Awareness Month
Canadian Men's Health Month

National Hug Your Cat Day – June 4th
Take Your Dog to Work Day – June 20th
Summer Solstice – June 20th
National Indigenous Peoples Day – 21st
Fathers' day – June 21st
PTSD Awareness Day – June 27th

Staff Meetings:

April 1st	4pm-5pm
May 6th	4pm-5pm
June 3rd	4pm-5pm

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MANDATE

To provide comprehensive support and advocacy for individuals with diverse abilities, empowering them to lead fulfilling lives and participate activity in their communities. We are committed to promoting inclusion, accessibility, and equality of opportunity for individuals of all abilities, ensuring they receive the support and resources necessary to thrive and achieve their goals bearing in mind always, the strengths of the individuals.



Celebrating Milestones!

Brad will mark **2 years** with PLS this April! Brad's ongoing dedication, professionalism, and passion for his work have been an asset to the organization. We're grateful for the energy and commitment he brings each day and are thankful to have him as part of the PLS team.

Jason will be celebrating an incredible **5 years** with PLS this May! Jason's long-standing dedication, consistency, and leadership have played an important role in our continued success. We are thankful for his commitment and the many ways he contributes to the team, and we look forward to many more years working together.

Thank you to all of our staff for another year of dedication, teamwork, and meaningful contributions. Your efforts help strengthen our organization and the support we provide every day. We truly appreciate your commitment and look forward to building on this success together in the year ahead.

Training Guide

Please read the attached Training Guide '**Ethical Codes of Conduct**'

What is Non-Competency-Based Trainings and Why We Provide Them to Stakeholders (*home share/families*):

At PLS we offer non-competency-based handouts to provide flexible, low-pressure support tailored to stakeholder's unique needs. These materials focus on sharing valuable information, resources, and guidance without the expectation of mastering specific skills. They are designed to be accessible, reduce stress, and encourage exploration, helping you build confidence. Our goal is to empower you with the tools you need when you need them.

These handouts are a vital resource for empowering stakeholders and supporting the delivery of compassionate, informed, and effective care to individuals with diverse abilities. This training content is reviewed annually as part of PLS's ongoing commitment to quality, accountability, and continuous improvement.

Training Guide: Education on Ethical Codes of Conduct For Stakeholders

Purpose: To educate PLS stakeholders on ethical codes of conduct, ensuring that they understand the principles, values, and guidelines that support ethical decision-making in their daily interactions with individuals and colleagues. This training aims to enhance the quality of service while promoting professionalism, respect, and ethical responsibility.

Importance: This training guide on ethical codes of conduct is crucial for PLS stakeholders to uphold professionalism and integrity. It emphasizes key ethical principles like respect, fairness, and confidentiality, helping workers make informed decisions and navigate challenges. By aligning with CARF standards, the training ensures individual rights are protected, and promotes an ethical, responsible work environment.

Definition: This training is provided to PLS stakeholders to ensure they understand and adhere to key ethical principles and guidelines in their professional roles. This training focuses on promoting respect, fairness, confidentiality, and accountability, helping workers navigate ethical dilemmas and make decisions that prioritize the well-being and rights of individuals, in alignment with CARF standards and organizational values.

1. Introduction to Ethical Codes of Conducts

Ethical codes of conduct are a set of guidelines that help professionals navigate ethical dilemmas and make decisions that align with organizational and societal values.

Why Ethics Matter in Community Support:

- Protects the well-being and dignity of individuals.
- Builds trust between individuals, community support workers & stakeholders.
- Enhances professional relationships and a positive working environment.
- Ensures compliance with legal and regulatory standards.

2. Key Ethical Principles

Respect for Autonomy:

- Recognizing and supporting an individual's right to make their own decisions, even when those decisions may differ from the worker's personal beliefs.
- Encourage informed decision-making by providing individuals with all necessary information.

Beneficence (Doing Good):

- Acting in the best interests of individuals, promoting their well-being, and avoiding harm.
- Always consider the positive outcomes of actions while ensuring services benefit the individual.

Non-Maleficence (Do No Harm):

- Avoid causing harm or injury, whether physical, emotional, or psychological.
- Workers must be vigilant in protecting individuals from any risks during service provision.

Justice:

- Ensuring fairness and equity in service delivery.
- Equal access to support, resources, and opportunities regardless of race, gender, disability, or socio-economic status.

Confidentiality:

- Respecting individual's privacy and safeguarding their personal information, in compliance with legal and organizational confidentiality requirements.
- Information should only be shared with consent or when required by law.

3. Ethical Decision-Making Framework

Step 1: Identify the Ethical Issue

- Recognize and define the ethical dilemma or situation.
- Consider how the issue affects individuals, colleagues, and the organization.

Step 2: Gather Information

- Collect relevant facts and context surrounding the situation.
- Include individual preferences, legal considerations, and organizational policies.

Step 3: Explore Alternatives

- Consider different options and their possible outcomes.
- Reflect on the ethical principles (autonomy, justice, beneficence, etc.) that might guide decision-making.

Step 4: Make a Decision

- Choose the most ethically responsible course of action.
- Ensure the decision promotes well-being, fairness, and respects the individual's rights.

Step 5: Implement the Decision

- Put the chosen course of action into practice.
- Ensure all stakeholders are informed and the process is clear and documented.

Step 6: Evaluate the Outcome

- Reflect on the consequences of the decision.
- Assess if the decision met the ethical standards and the individual's needs.

4. Standards for Ethical Behaviour

Individuals Rights and Respect:

- Community support workers & stakeholders must always ensure that individual's rights are upheld.
- Be mindful of issues related to dignity, self-determination, and informed consent.

Professional Conduct and Boundaries:

- Maintain professional boundaries and avoid conflicts of interest or dual relationships.
- Be aware of power dynamics and avoid exploitation of vulnerable individuals.

Cultural Competence:

- PLS community support workers & stakeholders should recognize and respect the diversity of individuals, including cultural, religious, and socio-economic factors.
- Provide services in a culturally sensitive and inclusive manner.

Accountability and Integrity:

- Workers must demonstrate honesty and transparency in all interactions with individuals, stakeholders, and colleagues.
- Accountability involves accepting responsibility for actions and decisions in both individual and organizational contexts.

5. Common Ethical Challenges in Community Support

Maintaining Boundaries:

- Managing professional boundaries can be challenging, especially when developing close relationships with individuals.
- Workers must avoid becoming overly familiar or involved in individual’s personal lives outside of the professional context.

Handling Conflicts of Interest:

- Ensure no personal interests or relationships interfere with professional responsibilities.
- Disclose any potential conflicts to supervisors to maintain transparency.

Balancing Autonomy vs. Protection:

- When individuals make decisions that could potentially harm them, workers need to carefully balance respecting their autonomy with their responsibility to protect the individual.

Conclusion: This guide is designed to help PLS community support workers & stakeholders develop a strong understanding of the ethical framework that governs their work. It fosters an environment where they can confidently address challenges while ensuring that their actions align with CARF standards and organizational values.

Scenario Examples

Scenario for Stakeholders:

Scenario 1: Confidentiality Breach in Reporting

Situation: A stakeholder is preparing a report on program outcomes and inadvertently includes identifiable information about individuals who participated in the program, potentially violating their privacy.

Ethical Considerations:

- **Confidentiality:** Protecting individuals' personal information.
- **Non-Maleficence:** Avoiding harm by preventing unauthorized disclosure.
- **Accountability:** Taking responsibility for the mistake and correcting it.

Action: The stakeholder immediately removes the identifiable information, and ensures all future reports comply with confidentiality policies.