

Personal Lifestyle Support Inc.

April - June 2025

Volume 3 | Issue 1

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 apologize for the spelling error in the website address in the last issue and appreciate your understanding!

www.personallifestylesupport.com

Be sure to check the website periodically for the latest updates, news, and information. We're committed to keeping it fresh and relevant, so there's always something new to discover!

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.

Handouts are a vital resource for empowering stakeholders helping them deliver compassionate, informed, and effective care to individuals with disabilities.

“at PLS we believe success is measured through happiness”

Upcoming!

We're excited to announce that **Individual Appreciation Day** will be coming up this **spring**. We can't wait to celebrate and show our appreciation for all of you!

Once the event is planned, invitations will be sent out! We hope to see everyone there for a day of celebration.

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Volume 3 | Issue 1

Mark Your Calendars!



April

Office Closure:

Good Friday – April 18th

Easter Monday – April 21st

Friday Night Dances @ PRC

April 4th, 11th, & 25th

\$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 2025

Office Closure:

Victoria Day – May 19th

Friday Night Dances @ PRC

May 2nd, 23rd, 30th

\$5 entry, chips & pop! 7pm – 9pm

Borderline Personality Disorder Awareness Month

MS Awareness Month

National Sun Awareness Month

Safety & Health Week – May 5-10th

Mental Health Week – May 5-11th

Star Wars Day – May 4th

Cinco de Mayo – May 5th

Mothers' day – May 11th

World Schizophrenia & Psychosis Day – May 24th

World Multiple Sclerosis Day – May 30th

June 2025

Friday Night Dance @ PRC

June 6th, 13th, 20th

\$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

Fathers' day – June 15th

Take Your Dog to Work Day – June 20th

Summer Solstice – June 20th

National Indigenous Peoples Day – 21st

PTSD Awareness Day – June 27th

Staff Meetings:

April 2nd 4pm-5pm

May 7th 4pm-5pm

June 4th 4pm-5pm

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.



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Volume 3 | Issue 1

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 **1 year** with PLS this April! Thank you for your hard work, passion, and the exceptional value you bring to the team. We're grateful to have you on the team!

Sarthak will mark **2 years** with PLS this April! Thank you for your teamwork, and the positive energy you bring to the team. Your contributions have truly made a difference!

Jason will be celebrating **4 years** with PLS this May! Thank you for your unwavering commitment, exceptional contributions you bring to the team every day. Your dedication has been key to our success, and we look forward to continuing this journey together!

A huge thank you to **all of our staff** for your dedication and hard work this year. Your commitment, teamwork, and contributions have been vital to our success. We appreciate everything you do and look forward to another great year together!

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!

Training Guide: Education on Ethical Codes of Conduct

For PLS Employees & Stakeholders

Purpose: To educate PLS community support workers & 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 community support workers & 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 provided to PLS community support workers & 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.

Scenarios for Community Support Workers:

Scenario 1: Balancing Autonomy and Safety

Situation: A community support worker is assisting an individual who wants to live independently but is making choices that could jeopardize their safety, such as refusing necessary medical care.

Ethical Considerations:

- **Respect for Autonomy:** Supporting the individual's right to make their own decisions.
- **Beneficence:** Promoting the individual's well-being.
- **Non-Maleficence:** Avoiding harm while respecting their choices.

Action: The worker discusses the risks with the individual, provides all necessary information to help them make an informed decision, and explores alternative solutions that balance autonomy and safety. If the risk is severe, the worker consults with a supervisor or ethics committee.

Scenario 2: Maintaining Professional Boundaries

Situation: A community support worker has developed a close relationship with an individual they support. The individual invites the worker to a family event outside of work hours, blurring the line between professional and personal relationships.

Ethical Considerations:

- **Professional Boundaries:** Maintaining a clear distinction between professional and personal roles.
- **Integrity:** Avoiding conflicts of interest or dual relationships.
- **Respect:** Politely declining while preserving the individual's dignity.

Action: The worker kindly declines the invitation, explaining the importance of maintaining professional boundaries. They reinforce their commitment to providing support within the scope of their role.