



ABUSE POLICY & PROCEDURE

POLICY:

The facility will actively promote the absence of abuse and neglect through the use of education and practice. The facility seeks to prohibit mistreatment, neglect, mental abuse, physical abuse, verbal abuse, sexual abuse, corporal punishment, involuntary seclusion, misappropriation of personal property and exploitation for all residents. As a matter of protection for residents, the facility promotes absence of abuse from all individuals.

The following definitions will assist staff and residents in determining guidelines for adherence to the facility policies.

1. **Abuse** is defined as the willful infliction of injury, unreasonable confinement, intimidation or punishment with resulting physical harm or pain, or mental anguish or deprivation by an individual, including a caretaker, of goods or services that are necessary to attain or maintain physical, mental and psychosocial well-being. Instances of abuse of all residents, irrespective of any mental or physical condition, cause physical harm, pain or mental anguish.
2. **Verbal Abuse** is defined as the use of oral, written or gestured language that willfully includes disparaging and derogatory terms to residents or their families, or within their hearing distance, regardless of their age, ability to comprehend, or disability.
3. **Sexual Abuse** is defined as, but is not limited to, sexual harassment, sexual coercion or sexual assault and non-consensual sexual contact.
4. **Physical Abuse** is defined as hitting, slapping, pinching, kicking or other uncommon physical contact that is not sexual abuse. It also includes controlling behavior through corporal punishment.
5. **Mental Abuse** is defined as exposing, another person to behavior that may result in psychological trauma, including anxiety, chronic depression, or post-traumatic stress disorder. Such abuse is often associated with situations of power imbalance, such as abusive relationships and bullying. This can include “cyber bullying”.



Abuse Policy

5. **Involuntary Seclusion** is defined as separation of a resident from other residents or from his or her room or confinement to his or her room (with or without roommates) against the resident's will, or the will of a responsible party, legal guardian or legal representative. It should be understood that emergency or short term monitored separation from other residents will not be considered involuntary seclusion and may be permitted when used for a limited period of time as a therapeutic intervention to reduce agitation until professional staff can develop a plan of care to meet the resident's needs.

Involuntary seclusion may involve a situation that restricts residents to living in an area of the facility that restricts their freedom of movement throughout the facility: if the stated purpose of this type of unit is to provide specialized care for residents who are cognitively impaired, placement in the unit is not considered involuntary seclusion as long as the resident, surrogate, or representative participates in the placement decision and is involved in continued care planning to assure placement continues to meet the needs and preferences of the resident.

Involuntary seclusion may also involve a situation whereby a resident is receiving emergency short- term monitored separation due to temporary behavioral symptoms, such as brief catastrophic reactions or combative or aggressive behaviors which pose a threat to the resident, other residents, staff or others in the facility: This is not considered involuntary seclusion as long as this is the least restrictive approach for the minimum amount of time and being done according to the resident needs and not for staff convenience.

6. **Mental Abuse** is defined and includes, but is not limited to, humiliation, harassment, threats, punishment, deprivation, or other situations that constitute mental anguish.
7. **Neglect** is defined as failure to provide goods and services necessary to avoid physical harm, mental anguish, or mental illness.
8. **Misappropriation of Resident Property** is defined as the deliberate misplacement, exploitation or wrongful, temporary or permanent, use of a resident's belongings or money without the resident's consent.



In order to assure that the abuse policies are upheld and enforced, the following seven component process has been developed and put into practice.

1. Screening of potential employees
2. Training, initial and ongoing of employees.
3. Prevention of abuse, neglect, or mistreatment.
4. Identification of suspicious events.
5. Protection of residents during an investigation.
6. Investigation of all alleged violations.
7. Response and Reporting of abusive situations to the facility and to the required regulatory agencies.