

CHALLENGING BEHAVIORS

POLICY

(Ref. 10 CCR 2505-10 8.608)

It is the policy of Metro Support Services, Inc. to provide humane services and supports in humane physical environments, and to utilize the least restrictive intervention possible to protect an individual receiving services, or others, from physical injury, or to prevent severe property damage.

Individuals may express challenging behaviors in response to a variety of factors including environment, medical reasons, interpersonal relationships or life changes. To ensure maintenance of rights, dignity, and safety of the individual receiving services, the Interdisciplinary Team (IDT), working with the individual, will address the needs of the individual in a holistic manner, not merely addressing the challenging behavior. An individualized and specific need will be assessed and identified.

When challenging behaviors are addressed through the use of rights modifications, a comprehensive review of the person's life situation and when appropriate, a comprehensive functional analysis of the person's behaviour shall first be completed. A behavioral ISSP or a plan to reinstate will be implemented per regulations. The Human Rights Committee (HRC) shall review this information.

Rights modifications mean any of the following procedures when the intent or plan is to bring the individual's behavior into compliance with environmental demands or expectations:

- Limitations of an individual's movement or activity against his/her wishes including use of a physical or mechanic restraint
- Interference with an individual's ability to acquire rewarding items or engage in valued experiences; or,
- The use of psychotropic drugs.
- **In all cases, the Informed Consent of the individual and /or the legal representative/guardian (if appropriate) is required.**

The use of the following procedures or devices IS PROHIBITED:

- Seclusion;
- Corporal punishment, including hitting, slapping, and pinching;
- Abuse, mistreatment, neglect, or exploitation in any form;
- Aversive or noxious stimuli, including electric shock;
- Use of Posey vests, straitjackets, and ankle or wrist restraints;

- Denial or restriction of an individual's access to equipment or devices that facilitate the individual's functioning, including hearing aids, wheelchairs, and communication devices;
- Assignment of individual receiving services to discipline another individual receiving services;
- Use of psychotropic or other behavior modifying medications for the purposes of punishment, the convenience of staff or contractual providers, as a substitute for services, supports or instruction, or in quantities that interfere with the overall intent and implementation of the person's Individualized Plan (IP); and;
- Standing or PRN orders for psychotropic or other medications used for the purpose of modifying a person's behavior.