

## **2022 Person-Centered Philosophy**

This agency responds to the diversity of our stakeholders. Board Members and employees are aware and sensitive to accessibility and diversity issues. Employees are trained to respond and be pro-active to culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status and language specific to our consumers, families, employees and community.

This agency deems it important to have the person-centered philosophy guide our delivery of services.

We shall communicate this policy to our board, staff, stakeholders, and the community at large.

The plan of service or support for persons receiving services shall be developed through a person-centered planning process.

The plan is to be based on the expressed needs and desires of the persons served and their abilities, capabilities and the supports necessary to reach their goals.

Services and supports are to be provided in environments that promote maximum independence, community inclusion, and quality of life.

Families shall be valued members of the support team.

The process will fully explore the individual's and family's desires with respect to life-style decisions, hopes, and dreams for the future.

The process will encourage, support and enable choice, control, independence, and integration.

The process will consider issues and concerns about the person's health, welfare, and safety.

The behavior of this agency's employees is reflected by sensitivity to the needs of the individuals served by exhibiting, modeling, and practicing the ideas of privacy, dignity, and respect.

Confidentiality and normal sensibility are exercised when speaking about individuals served. Information is only exchanged on a "need to know" basis.

Undignified displays, exhibitions, or exposure of individuals, whether deliberate or unintentional, will not be exhibited by this agency's staff members.

The staff will be respectful of an individual's privacy. Staff will intercede when individuals are not mindful of their own privacy, for example, when using restrooms or dressing.