



2.6 INDEPENDENCE AND PRIVACY

HCBS- Home and Community Services

LADD works to provide people with the opportunity to develop their abilities to the fullest extent possible. In this regard, the people we support are to be encouraged to do as much for themselves as feasible. The environment in each service location should always be aimed towards securing a successful and supportive environment for everyone.

The people receiving supports will be encouraged to participate in local community recreational and leisure activities for enjoyment and skill acquisition. Employees are to assist and support in every way possible if a person is having trouble or is unable to participate in activities and household chores.

Employees will teach and assist the people we support to be as independent as possible and find successes at their level of independence. Employees will encourage every person receiving supports to achieve their own personal level of independence in everything they do. Employees will help the people we support to find satisfaction, meaning, and purpose in all that they achieve. The people receiving supports are “people” first just like any other person in the community and want to be treated with privacy, dignity, respect, and freedom.

Along with supporting a person’s independence, it is important to understand an employee’s responsibility in maintaining privacy and safety. Employees must be familiar with each person’s Personal Profile- All About Me Assessment which will indicate their level of independence and areas that they need assistance. What is Privacy? The quality or state of being apart from others or observation and freedom from unauthorized intrusion. The goal of the HCBS Final Rule is to make sure that the services people choose and receive give them the opportunity for independence in making life decisions to fully participate in community life and that their rights are protected, including the right to privacy.

Based on their Person-Centered Plan and their Personal Profile- All About Me, employees will ensure that:

1. People needing assistance will be dressed either in the bedroom or the bathroom. People should either be dressed or have on a robe or other covering; people have the right to privacy.
2. Privacy needs to be maintained in bathroom usage with the employee following the PCP and Personal Profile- All About Me Assessment. The All About Me assessment will identify the need for assistance/independence and level of supervision, i.e., employee must be in the bathroom at all times if the person is not independent, especially during bathing, with any individual who requires assistance per their plan of service and/or personal profile assessment.
3. Bedroom doors should be shut if a person is dressing or doing anything that anyone would wish to keep private.
4. Always knock before entering a person’s home or even their bedroom in which a door is closed, even if the person cannot tell anyone to come in wait briefly after knocking before entering. If s/he can respond, wait for a response before entering their bedroom.

Individual rights include privacy, dignity and respect, and freedom from coercion and restraint. Some of the individual rights people have are:

- Being able to lock your doors.
- Using the phone when you want.
- Coming and going as you please.
- Having time alone when you want.