



2.8 PROFESSIONAL BOUNDARIES

Employees at LADD are called Professional C.A.R.E./Coach Technicians (PCT's); because employees are paid Professionals in the care and services they provide. Employees must develop supportive relationships with people receiving supports while demonstrating professional boundaries by following the LADD Mission, Vision and Values. All employees of LADD must follow the job requirements for a Professional C.A.R.E./Coach Technician

The key to managing boundaries is understanding the difference between a professional and a personal relationship and ensuring that your behavior always remains on the right side of the line.

Professional relationships are time bound; have a distinct role and purpose; have some structure, such as one person is specifically trained for the Professional role of a PCT, and the professional has a responsibility for the welfare of the non-professional (the person receiving services) and there are rules and boundaries that guide the relationship.

Boundaries can be thought of as limits that protect the space between the professional's role and the person's vulnerability. The people we support are unaware of the need for boundaries and may be unable to defend themselves against boundary violations. You, as the professional, are responsible for how you participate in these interactions and whether or not the outcome is in violation of boundary guidelines.

Why Boundaries?

- Overall: Our job is to ensure we do **No Harm/** and keep the people we support **Safe**
- Professional Boundaries reduce the risk of exploiting a vulnerable person
- Professional Boundaries reduce the anxiety for the person receiving services due to clear roles/expectations
- Employees must show professionalism at all times through role modeling, demonstrating, and teaching positive values as guided by the LADD Mission, Vision, Values and Code of Conduct

Questions to Ask Yourself when a Boundary Issue Presents

- Is this activity in the person's best interest? (Remember: Overall goal is DO NO HARM)
- Whose needs are being served?
- How would I feel telling a coworker about this?
- How would this be viewed by the person's family/guardian?
- Am I taking advantage of the person?
- Does this action benefit me rather than the person?

Build a healthy, caring, trusting, and positive relationship with the person you support. The person should trust you and know that you are there for them, you will keep them safe and do No Harm and have their best interests at heart. Positive, open communication is key to coaching and teaching the people we support. Always align your words and actions with the core values here at LADD, Valuing P.E.O.P.L.E. will help guide you in communicating effectively and with positive intent ensuring you remain professional at all times.