

POSITIVE BEHAVIOR SUPPORTS AND INTERVENTIONS – Policy

All ERC Programs

Purpose

- To ensure that supports and acceptable interventions are provided that are designed to prevent or diminish the use of challenging behaviors by Persons served by ERC.

Scope

- This procedure applies to children and adults served by all ERC programs.
- All ERC employees and volunteers will be expected to comply with this policy.
- Only employees certified in T.A.C.T. may implement Advanced Control Procedures.

Definitions

- “Acceptable and Unacceptable Interventions” include:
 - Acceptable: T.A.C.T. Interventions, FOCUS Teaching System techniques, Conscious Discipline techniques, Separation from Activity or Setting, Restitution, Withholding Privileges, Therapeutic Interventions and Personal Property Removal. (Note: some interventions may require HRC approval and/or informed consent.)
 - Unacceptable: Physical punishment, seclusion where entry/exit is prevented, any procedure that denies sleep, shelter, bedding, food, drink, or use of bathroom facilities, and inappropriate vocalizations, maltreatment, neglect or forced exercise.
- “Challenging Behavior” can be defined as behaviors that:
 - Are harmful to self or others.
 - Are disruptive to others.
 - Cause serious or repeated property destruction.
 - Keeps the person from achieving personal goals.
 - Causes the person to be isolated from others.
 - Causes the person to lose opportunities.
- “Restrictive PBSI Plans” utilize only acceptable forms of interventions, but are interventions that may not be considered positive and/or involve a Right’s Restriction. Restrictive Plans require Human Rights Committee approval (adult programs) and informed consent from Person served and/or guardian prior to implementation.
- “T.A.C.T.” stands for Therapeutic Alternatives in Crisis Training. This is a competency based training program that teaches staff to use least restrictive alternatives to managing aggressive behavior, with a focus on preventing the unwanted behavior. The goal of the program is to provide a “safe restraint free” environment that educates both Persons served and staff in alternative measures to aggressive behavior.

Policy

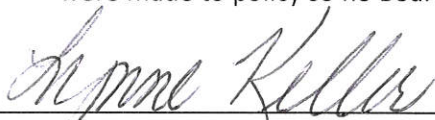
- It is the Policy of ERC to utilize all positive approaches for addressing challenging behavior before using more restrictive programmatic techniques. Measures to address positive behavior should be incorporated into formal program efforts to the extent feasible.
- Efforts at positive programming prove to be successful with the majority of challenging behaviors. The use of behavioral programming other than positive is designed for Persons served who repetitively engage in behavior that may endanger self or others and for whom other interventions have not been effective. This type of programming is considered restrictive in nature and requires additional levels of approval from the Human Rights Committee (for adult programs).
- All Positive Behavioral Supports and Interventions Plans will be designed to reduce or eliminate the target behavior(s) while increasing appropriate behaviors designed to meet the same needs.

Procedure

- Refer to ERC Positive Behavioral Supports and Interventions Procedure. Procedures are program specific.

Reviewed / Approved by

- Cathy Obana, QA Coordinator developed policy on 8/2011.
- Management Team reviewed/approved on 8/31/2011, 4/2014, 5/2017 – no changes were made to policy so no Board approval was required.



Lynne Keller, Director of Administration



Date

- ERC Board of Directors reviewed/approved on 8/23/12.

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