



Policy Title: Promoting Individual Autonomy and Life Choice (Policy IALC)

Purpose: To affirm our organization's commitment to empowering individuals to make informed, self-directed choices in all aspects of their lives, including daily routines, personal goals, and community participation.

Scope: This policy applies to all staff, volunteers, and contractors involved in direct support, planning, and service delivery across all programs.

1. Core Principles

- a. Person-Centered Planning: Services are tailored to reflect each individual's preferences, strengths, and aspirations.
- b. Self-Determination: Individuals are supported to make decisions about their lives, including where they live, how they spend their time, and who supports them.
- c. Dignity of Risk: We recognize the right of individuals to take risks and learn from their experiences.
- d. Respect for Choice: All staff must respect and uphold the choices made by individuals, even when they differ from staff preferences.

2. Policy Statements

- a. Activities
 - i. Individuals choose their own schedules, routines, meal times, and leisure activities.
 - ii. Staff will facilitate access to community resources that align with individual interests.
 - iii. Support is provided to explore new hobbies, employment, education, or volunteer opportunities.
- b. Living Environment
 - i. Individuals have input into where and with whom they live.
 - ii. Personal space and privacy are always respected.
 - iii. Environmental modifications are made to enhance independence.
- c. Support Services
 - i. Individuals participate in selecting their support staff.
 - ii. Services are reviewed regularly to ensure alignment with evolving goals.
 - iii. Individuals are encouraged to lead their own planning meetings.

3. Decision-Making

- a. Individuals are supported to make informed choices, including understanding consequences.
 - b. Staff provide accessible information and tools to aid decision-making.
 - c. Substitute decision-making is only used when legally required and with full transparency.
4. Implementation Strategies
- a. Annual training for staff on autonomy, rights, and person-centered practices. (Relias)
 - b. Regular audits of service plans to ensure individual goals are prioritized.
 - c. Feedback mechanisms for individuals to express satisfaction or concerns.
5. Monitoring & Evaluation
- a. Quarterly reviews of individual support plans for autonomy indicators.
 - b. Surveys to assess individual satisfaction with choice and control.
 - c. Incident tracking related to autonomy violations or restrictions.