



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.

Core Principles

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

1. Daily Activities

- Individuals choose their own schedules, routines, and leisure activities.
- Staff will facilitate access to community resources that align with individual interests.
- Support is provided to explore new hobbies, employment, education, or volunteer opportunities.

2. Living Environment

- Individuals have input into where and with whom they live.

- Personal space and privacy are always respected.
- Environmental modifications are made to enhance independence.

3. Support Services

- Individuals participate in selecting their support staff.
- Services are reviewed regularly to ensure alignment with evolving goals.
- Individuals are encouraged to lead their own planning meetings.

4. Decision-Making

- Individuals are supported to make informed choices, including understanding consequences.
- Staff provide accessible information and tools to aid decision-making.
- Substitute decision-making is only used when legally required and with full transparency.

Implementation Strategies

- Annual training for staff on autonomy, rights, and person-centered practices. (Relias)
- Regular audits of service plans to ensure individual goals are prioritized.
- Feedback mechanisms for individuals to express satisfaction or concerns.

Monitoring & Evaluation

- Quarterly reviews of individual support plans for autonomy indicators.
 - Surveys to assess individual satisfaction with choice and control.
 - Incident tracking related to autonomy violations or restrictions.
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